

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

**REGULAR MEETING OF THE BOARD OF EDUCATION**

EFA Community Room  
933 Hoffman Street  
Elmira, NY 14905

January 6, 2010  
**6:00 PM Executive Session**  
7:00 PM Meeting

**MEETING CALLED TO ORDER**

President Larry McGovern, Jr. called the Regular Meeting of the Board of Education to order at 6:01 p.m. and opened with the Pledge of Allegiance to the Flag.

**ATTENDANCE**

Present: Lynn Grottenthaler, Dan Hurley, Dianna Jackson, Sara Lattin, Ted, Lax, Colleen McCall, Larry McGovern, Jr., Rodney Strange, Mary Tucker

Student Representatives: Elmira Free Academy Student Representative, Molly Hill, Southside high School Student Representative, Allison Ortell

Absent: Alternative High School Student Representative, Kali Danley

Others: Joseph Hochreiter, Greg Kern, Christine Mecke, Diane Spotts, Attorney Conrad Wolan

**APPROVAL OF AGENDA**

Dr. Lax moved, seconded by Mr. Strange that the Board approve the revised agenda with the following changes:

- Remove Riverside Elementary Leadership Week Presentation from item "F" Superintendent's Report.
- Add to item "H" New Business, request for board member to attend claims audit conference in Syracuse, NY on February 26, 2010 and make it H-2.
- Remove consent item I-15, Approve agreement with City of Elmira-Community Resource Officers for Ernie Davis Middle School and Elmira Free Academy.
- Add Personnel addendum to item "J".

Motion Carried:

Yes: Grottenthaler, Hurley, Jackson, Lattin, Lax, McCall,  
McGovern, Strange Tucker

No: None

Absent: None

**EXECUTIVE SESSION**

Mrs. Jackson moved, seconded by Dr. Lax that the Board move into Executive Session for discussions involving proposed, pending, or current litigation, the employment history of a particular person or corporation, matters leading to the appointment of a particular person or corporation and privileged consultation with legal counsel; also included for motion Mrs. Jackson moved, seconded by Dr. Lax that the Board appoint Ms. Grottenthaler as Clerk Pro Tem in the absence of the Clerk. (6:05) Invited into Executive Session were Joseph Hochreiter, Greg Kern, Christine Mecke, Dianne Spotts and Attorney Conrad Wolan.

Motion Carried:

Yes: Grottenthaler, Hurley, Jackson, Lattin, Lax, McCall,  
McGovern, Strange Tucker

No: None

Absent: None

Janet M. Mustico  
Board Clerk

**RETURN TO OPEN SESSION**

Mrs. Tucker moved, seconded by Mr. Strange that the Board return to Open Session. (6:58 p.m.)

Motion Carried:

Yes: Grottenthaler, Hurley, Jackson, Lattin, Lax, McCall,  
McGovern, Strange Tucker

No: None

Absent: None

Lynn Grottenthaler  
Clerk Pro Tem

**VISITORS WISHING TO**

Don Keddell, BOCES Board Member from Elmira, urged

**ADDRESS THE BOARD**

the Board to authorize the district to participate in the Race to the Top competition. He said that there is a regional effort led by a coalition of business, public and post secondary educators called MST Connect which is seeking to develop a Southern Tier proposal designed to access 6 to 7 million dollars of the half of the RTTT money that will be retained at the state level to support innovative practices. The hope is to eventually partner with participating districts across Greater Southern Tier BOCES to positively impact the teaching of science, technology, engineering and math at the middle and high school levels.

Blair Jennings, concerned parent, addressed the Board with her concerns with regards to lack of support for the wellness program in the District. She urged the Board to make the wellness Program a priority.

Fell Cadwallader, parent, spoke about the incident with his daughter being hurt during a tennis match in September and the way the coach handled the situation.

**CELEBRATIONS**Nationally Board Certified Teachers

Mr. Hochreiter introduced Amanda Mace and Jill Edwards who were recently named Nationally Board Certified Teachers. Ms. Mace and Ms. Edwards spoke about the process by which they went through to be board certified. Mr. Hochreiter stated there were not many teachers that were board certified, he presented them with certificates and congratulated them on their accomplishment.

2010 Student Board Representatives

Elmira Free Academy (EFA) Principal, John Wood, introduced Molly Hill a junior at EFA as the new student board representative. He spoke about the activities she was involved in and her character.

Southside High School (SHS) Principal, Christopher Krantz, introduced Allison Ortell as the new student board representative. He also spoke about the activities she is involved in and the accomplishments she has made at SHS.

**SUPERINTENDENT'S**

Elmira Police Chief, Scott Drake, spoke to the Board with

**REPORT**

Elmira Police Department-  
Chief Scott Drake, Program  
Proposal-City of Elmira  
Regional Public Safety  
Training Center

regards to a program proposal that was presented to the City Council pertaining to the City of Elmira Regional Public Safety Training Center. He went on to explain that the police academy instruction will be conducted there along with other types of training for the fire department and emergency medical training. He invited the Board to the Open House and is pleased about the Board supporting this endeavor.

Budget Update

Mr. Hochreiter stated that he has not received any guidance from the State with regards to the delayed State Aid Reimbursement to the District. He spoke about the standard procedures that are currently in place and how the district plans to cover the cut of \$500,000.00. He stated the following is in place:

- We are continuing to monitor the news from Albany through NYSSBA, NYSCOSS and ASBO.
- We will update our cash flow status on a weekly basis after our payable check runs.
- We have approval from the Board of Education for short term borrowing in the event we have short term cash needs.
- We are closely scrutinizing our purchase requisitions in equipment and technology codes.
- We have realized about \$500,000 savings in salaries and benefits from several vacant positions, positions filled at a lower salary and the continuation of the COPS funding since July 2009.

The information that the District does know is as follows:

- The December state aid payment has been reduced and delayed by 10%, the sum of \$503,814.33. Governor Paterson has stated the funds will be paid by the end of the fiscal year, March 31, 2010.
- The January STAR payment has been reduced and delayed by 19%, the dollar amount is \$814,693.35. Governor Paterson has stated the fund will be paid by the end of the fiscal year, March 31, 2010.
- The Elmira City School District has a positive cash flow for the short term.

Mr. Kern explained that millions of dollars we owe to BOCES is not due and our bill is current. The district has met payroll and have paid all invoices. We are not at the point that we have to borrow funds, but as we draw closer to June we may have to.

Mr. Hochreiter went on to say that he would like to create

a board action team which would consist of two or three board members to work with him and Mr. Kern to work on the budget from the bottom up. He will come back to the board in a couple of weeks and outline as to what that means.

Mr. McGovern instructed the Board to e-mail Mr. Hochreiter with questions if they were interested in being a part of this action team.

Race To The Top (RTTT)-  
federal grant dollars

Mr. Hochreiter informed the Board of Race To The Top (RITT), which is a federal grant for educational reform. He called on Attorney Wolan to discuss the legal issues relating to this grant. Attorney Wolan suggested that the Board enter into Executive Session for a brief time to discuss this before a decision is made.

**EXECUTIVE SESSION**

Ms. Grottenthaler moved, seconded by Dr. Lax that the Board move into Executive Session for privileged consultation with legal counsel; also included in motion Ms. Grottenthaler moved, seconded by Dr. Lax that the Board appoint Ms. Grottenthaler Clerk Pro Tem in the absence of the Clerk. (7:40 p.m.) Mr. Hochreiter and Attorney Wolan were invited into Executive Session.

Motion Carried:

Yes: Grottenthaler, Hurley, Jackson, Lattin, Lax, McCall, McGovern, Strange Tucker

No: None

Absent: None

Janet M. Mustico  
Board Clerk

**RETURN TO OPEN  
SESSION**

Mr. Strange moved, seconded by Mr. Hurley that the Board return to Open Session. (7:54 p.m.)

Motion Carried:

Yes: Grottenthaler, Hurley, Jackson, Lattin, Lax, McCall, McGovern, Strange Tucker

No: None

Absent: None

Lynn Grottenthaler  
Clerk Pro Tem

**RECONVENED**

The meeting reconvened at 7:56 p.m.

Race To The Top (RTTT)-  
federal grant dollars  
discussion continued

Upon returning to open session, Attorney Wolan addressed the Board with regards to signing the MOU for federal grant dollars. He stated that the state doesn't completely know what the program will look like but needs to keep everything moving. The first stage is to sign the MOU. The State Education Department has advised that this level of MOU will not be binding. However, Attorney Wolan cannot concur with SED's advice because the MOU is worded to be binding. Once the Board signs this MOU, the District will not casually be able to walk away from the program. The District will likely be bound in certain ways. He went on to say that if districts in the State do not sign this MOU they will not receive funds. Funding will be based on how the state judges the application.

Mr. Hochreiter stated that the four assurances are as follows:

1. Standard and Assessments.
2. Data system to support instruction.
3. Great Leaders and Teachers.
4. Turning around struggling schools.

Discussion continued between the Board and Attorney Wolan.

Dr. Lax moved, seconded by Mrs. Jackson that the Board President and Superintendent sign the Race To The Top (RTTT) MOU on behalf of the Board.

A roll call was conducted as follows:

Motion Denied

Yes: Jackson, Lattin, Lax, McCall,

No: Hurley, Grottenthaler, McGovern, Strange, Tucker,

Absent: None

**NEW BUSINESS**

Mr. Jim Buffum and Mr. Jim Marasco from Eldredge, Fox

Presentation of Forensic  
Audit Report-Eldredge, Fox  
& Poretti

& Poretti presented the Forensic Audit report. Mr. Marasco spoke about the scope of the audit and forensic analysis of professional service agreements entered into by the District from July 1, 2005 through June 30, 2007, and a review of related district policies, procedures, and business practices. He discussed policy #5140 –Administration of the Budget and Policy #5410 which establishes the District’s protocol for purchasing procedures and how they are followed. The review of the supporting documentation of the vendor activity included in their sample revealed that purchasing procedures outlined in the policy were not consistently followed in a manner that would reliably result in the related internal controls being achieved. Their findings were consistent with the findings previously reported in the Office of the State Comptroller’s report.

Mr. Marasco spoke about the numerous examples in which requisitions were not used in accordance with district policy. Requisitions were often completed and approved after the requested services had already been performed and invoiced. The report also showed that several instances in which contracts for professional services that were provided to the district appear to have been poorly managed. The review noted multiple examples in which the authorized amount of a contract/purchase order was exceeded with no indication of the amount being revised and approved by the district.

The report also showed there were several individuals who were former district employees that provided educational consulting services without having written contracts with the district.

Mr. Marasco continued his discussion on contract and payment overlap.

The overall conclusion of the forensic audit is as follows:

As noted through this report, Eldredge, Fox & Poretti, observed some of the same control weaknesses documented by the State Comptroller for the years reviewed. EFP expanded the review and analysis to try and determine whether these control weaknesses lead to fraud being perpetrated against the dDistrict. As noted within this report, controls have since been

implemented to thwart these practices from reoccurring. However, in most instances, the absence of strong policies and procedures, coupled with weak oversight during that period inhibited their ability to further investigate the transactions that occurred involving the vendors reviewed. Each member of the audit committee were given five minutes to summary how they felt about the audit.

Mary Tucker stated that this is an embarrassment that we did business in this manner.

Barton Graham submitted his remarks in writing to the Clerk. He stated that the audit did not show there was no fraud, waste or abuse. He spoke about transparency and accountability. He spoke about the "Gosden Rule" which is anything under \$20,000 the superintendent can sign off on. He asked what the remedies might be in those instances where money was wasted. He doesn't know the scope of the potential damage that was done. He felt that the Board has a legal duty to follow up and they have a responsibility to the taxpayers as to why this happened.

Rene Dickens stated that the Board needs to receive a quarterly report and they need to be diligent to hold management accountable. The professional service contracts need to be clear and specific. Based on the report district legal counsel needs to review and advise the audit committee, and the Board, if any further legal action needs to be taken to hold people accountable. If it is going to take a lot of funds to hold them accountable and there is no evidence/proof, then she would like to see a corrective action plan take place. She is also concerned with how much we send to BOCES; they do not specify what we are paying for and who is performing those services.

Ms. Grottenthaler said that the accomplishing of the forensic audit is a big accomplishment. She ran for the Board because she saw contracts duplicated, and several people having the same contract. It was poorly done that is why she ran for the Board. Questions that she asked went unanswered. Exceptional document. She is absolutely unequivocally confident that this administration will not make the same mistakes as the former administration did. She is excited about doing the right thing. She said that maybe they weren't mistakes but perhaps their own particular agendas and initiatives. She

thanked Mr. Strange for pushing this through. We will not see misappropriating of funds. Mr. Strange said that it has now been turned over to the Board and the Board can decide what they want to do.

Approval of Board Member to attend the Claims Auditing: Protecting Your District's Bottom Line

Mrs. McCall moved, seconded by Mr. Strange that the Board approve Dr. Lax attending the conference: Claims Audit: Protecting Your District's Bottom Line to be held February 26<sup>th</sup> in Syracuse.

Motion Carried:

Yes: Grottenthaler, Hurley, Lattin, Lax, McCall, McGovern, Strange Tucker

No: Jackson

Absent: None

**CONSENT ITEMS**

Mr. Strange moved, seconded by Dr. Lax that the Board approve the following consent items:

Minutes

Approve minutes of the December 16, 2009, Regular Meeting of the Board of Education.

Field Trip-Manchester, NY

Approve the EFA/SHS Varsity wrestling team field trip to Manchester, New York on January 15-16, 2010.

Field Trip-Washington, DC

Approve the Broadway Middle School field trip to Washington, DC from February 5-7, 2010.

Field Trip-Broome Community College

Approve the EFA/SHS Model Transition Program field trip to Broome Community College in Binghamton, NY on March 19, 2010.

Field Trip-Alfred State College

Approve the EFA/SHS Model Transition Program field trip to Alfred State College in Alfred, NY on April 30, 2010.

Field Trip-Keuka College

Approve the EFA/SHS Model Transition Program field trip to Keuka College, in Penn Yan, New York on April 9, 2010.

Approval of 2009-2010 Tuition Rates for Non-Resident Students

Approve the estimated tuition rates for non-resident students of the Elmira City School District for the 2009-10 school year are as follows:

Full Day Kindergarten and Grades 1-6      \$ 1,828

Grades 7-12	\$ 3,901
Handicapped K-6	\$14,740
Handicapped 7-12	\$16,813

Financial Reports

Accept the Treasurer's Reports for September, 2009 as presented.

Accept the Central Treasurers' Reports for September, 2009.

Accept the Claims Auditor Report for September 2009 as presented.

Change Orders

Approve the Southside High School Change Order EC-25 in the amount of \$34,022.

Approve the Fassett Elementary School Change Order #GC-007 in the amount of \$14,121.

Donations

Accept the gift of a 14" Viola valued at approximately \$650.00 donated to the District by David Carpenter, Supervisor of Transportation.

Motion Carried:

Yes: Grottenthaler, Hurley, Jackson, Lattin, Lax, McCall, McGovern, Strange Tucker

No: None

Absent: None

Dr. Lax moved, seconded by Mr. Strange that the Board approve the following consent items:

Grants

Accept the grant from the New York State Education Department for the Title I Program in the amount of \$3,272,709; approve the use of the funds to make purchases as indicated; and authorize the Superintendent and President to execute all documents necessary to effectuate this resolution.

Accept the grant from the New York State Education Department for the Title II, Part A Program in the amount of \$740,124; approve the use of the funds to make purchases as indicated; and authorize the Superintendent and President to execute all documents necessary to effectuate this resolution.

Accept the grant from the New York State Education

Department through the Title II, Part D Enhancing Education through Technology Program in the amount of \$30,248; approve the use of the funds to make purchases as indicated; and authorize the Superintendent and President to execute all documents necessary to effectuate this resolution.

Accept the grant from the New York State Education Department through the Title IV Safe and Drug Free Schools Program in the amount of \$47,689; approve the use of the funds to make purchases as indicated; and authorized the Superintendent and President to execute all documents necessary to effectuate this resolution.

Motion Carried:

Yes: Grottenthaler, Hurley, Jackson, Lattin, Lax, McCall, McGovern, Strange Tucker

No: None

Absent: None

Mr. Strange moved, seconded by Dr. Lax that the Board approve the following consent items:

Approval of Bids for Spring Athletic Uniforms for the School Year 2009-10

Accept the lowest responsive, responsible bids meeting specifications from Pal's Sports Center in the amount of \$14,562.20 for Spring 2010 Athletic Uniforms for the school year 2009-10.

Approval of Adjustments to the 2009-2010 Tax Warrant

Approve decreases to the 200910 tax warrant for Court Decrees in the amount of \$432.21 and STAR corrections in the amount of \$578.20.

Committee on Special Education (CSE) Recommendations

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

Motion Carried:

Yes: Grottenthaler, Hurley, Jackson, Lattin, Lax, McCall, McGovern, Strange Tucker

No: None

Absent: None

**PERSONNEL**

Mr. Strange moved, seconded by Dr. Lax that the Board

approve the personnel packet and addendum.

## **RESIGNATIONS**

### **Non-Instructional**

Name: **Teri I. Ashley**  
 Assignment: 25 Hour Teacher Aide/Riverside Elementary School  
 Effective Date: December 11, 2009

Name: **Colleen E. Walker**  
 Assignment: 25 Hour School Monitor/Elmira Free Academy High School  
 Effective Date: December 8, 2009

## **RETIREMENTS**

### **Instructional**

Name: **Patricia A. Hay**  
 Assignment: Family and Consumer Science/Broadway Middle School  
 Effective Date: July 1, 2010  
 Years of Service: 10 Years of Service

Name: **Hazel R. Kinney**  
 Assignment: Mathematics/Southside High School  
 Effective Date: June 25, 2010  
 Years of Service: 37 Plus Years of Service

Name: **Maureen A. T. Maloney**  
 Assignment: Elementary/Hendy Avenue Elementary School  
 Effective Date: June 25, 2010  
 Years of Service: 28 Years of Service

Name: **Nancy L. Shirk**  
 Assignment: Social Studies/Southside High School  
 Effective Date: June 30, 2010  
 Years of Service: 16 Plus Years of Service

Name: **Jeanette S. Supple**  
 Assignment: Reading/Riverside Elementary School  
 Effective Date: July 1, 2010  
 Years of Service: 27 Plus Years of Service

Name: **Maria T. Winston**

Assignment: Foreign Language/Southside High School  
 Effective Date: June 25, 2010  
 Years of Service: 39 Years of Service

### **ABANDONMENT**

Name: **Margaret A. Watson**  
 Assignment: 30 Hour 1:1 Teacher Aide/Thomas K. Beecher  
 Elementary School  
 Effective Date: December 22, 2009

### **LEAVES OF ABSENCE**

#### **Instructional**

Name: **Nancy Marks**  
 Assignment: Elementary/Broadway Elementary School  
 Reason: Family Medical Leave  
 Effective Date: December 17, 2009 - To Be Determined

Name: **Jillian T. McLaughlin**  
 Assignment: School Counselor/George M. Diven Elementary School  
 Reason: Family Medical Leave  
 Tentative Date: February 3, 2010 – To Be Determined

Name: **Patricia A. Mosher**  
 Assignment: Elementary/Parley Coburn Elementary School  
 Reason: Family Medical Leave  
 Effective Date: November 17, 2009 – December 20, 2009

Name: **Robert M. Rynone**  
 Assignment: Elementary/Broadway Elementary School  
 Reason: Family Medical Leave  
 Effective Date: December 18, 2009 – To Be Determined

#### **Non-Instructional**

Name: **Thomas R. Knapp**  
 Assignment: School Bus Mechanic/Bus Garage  
 Reason: Family Medical Leave Extension  
 Effective Date: December 12, 2009 through January 11, 2010

Name:

**Joan McCollum**

Assignment: 15 Hour Food Service Helper/Southside High School  
Reason: Long Term Leave Extension  
Effective Date: December 2, 2009 through December 18, 2009

Name: **David R. Swartout**  
Assignment: Head Custodian/Fassett Elementary School  
Reason: Family Medical Leave  
Effective Date: November 30, 2009 through December 30, 2009

### **ESTABLISHMENT OF POSITION**

#### **Non-Instructional**

Position: **Registered Nurse**  
Location: District Wide  
Justification: Realignment of Duties  
Effective Date: January 7, 2010  
Budget: General

### **ABOLISHMENT OF POSITION**

#### **Non-Instructional**

Position: **Nurse Practitioner**  
Location: District Wide  
Justification: Realignment of Duties  
Effective Date: January 7, 2010  
Budget: General

### **APPOINTMENTS**

#### **Instructional**

Name: **Judy J. Schaeffler**  
Assignment: Language Development Specialist/Booth Educational Center  
Justification: Contract Renewal  
Effective Date: January 1, 2010 through June 24, 2010  
Tenure Date: October 9, 2012  
Tenure Area: Speech & Hearing Handicapped  
Certification: Speech & Hearing Handicapped, Permanent; Nursery, Kindergarten and Grades 1-6, Permanent  
Salary: \$327.95 per diem  
Background: MS, Ithaca College,  
Major: Audiology,  
BA, Elmira College,

Major: Elementary Education Speech/Hearing Handicap  
Teacher, Elmira (NY) City School District (15 years)

Name: **Joshua Teeter**  
 Assignment: Elementary Teaching/Thomas K. Beecher Elementary  
School  
 Effective Date: Replacement/  
 Certification: January 12, 2010  
 Salary: January 12, 2013  
 Background: Elementary  
 Experience: Childhood Education Grades 1-6, Initial  
 \$38,690, Step 1 B+5 prorated  
 BS, SUNY Cortland,  
 Major: Childhood Education  
 Substitute Teacher, Elmira (NY) City School District (6  
 months)

Name: **Jamie L. Deming**  
 Assignment: Elementary/Pine City Elementary School  
 Effective Date: Replacement/Sarah Lambert  
 Certification: Childhood Education (Grades 1-6), Initial  
 Salary: \$38,440 Step 1 B prorated  
 Background: BS, Canisius College,  
 Major: Childhood Education  
 Experience: Substitute Teacher, Elmira (NY) City School District  
 (1month)  
 Substitute Teacher, Horseheads (NY) Central School  
 District (11 months)

### **Non-Instructional**

Name: **Marcia J. Romanski**  
 Assignment: 35 Hour Clerk Typist/Booth Education Center  
 Justification: Replacement/Sandra Freeman  
 Effective Date: January 8, 2010  
 Salary: \$17,330 Step 3 prorated

## **ADDITIONS/DELETIONS TO THE SUBSTITUTE LIST**

### **Additions**

### **Instructional**

### **Substitute Teacher**

Nicole C. Parasiliti

**Non-Instructional**

Food Service Helper

David M. Parmelee

Life Guard

Joshua P. Askey

**Deletions**

**Instructional**

Substitute Teacher

Joshua Teeter

**Non-Instructional**

Custodians

Mark Boller

Linda Grover

Food Service

Timothy Frizzell

**TENURE RECOMMENDATION:**

**Andrew J. Macko**

Pertinent Information

This is a tenure recommendation for Andrew J. Macko in the area of Foreign Language. Mr. Macko is presently a Foreign Language Teacher at Broadway Middle School. Mr. Macko received a probationary appointment April 16, 2007 with a tenure due date of April 16, 2010.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Mr. Macko 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 Andrew J. Macko effective April 16, 2010.

**STIPENDS**

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

**Athletic****MIDDLE SCHOOL SPRING COACHING RESIGNATION**

Modified Girls Lacrosse      Jessica A. Giuricich

**MIDDLE SCHOOL SPRING COACHING APPOINTMENT****Modified Softball**

Jennifer L. Silata	Class 4	Year 1	\$2,499
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**Non-Athletic****Future Business Leaders of America Club**

Nancy L. Hamilton	EFA	Year 1	\$2,499
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**ADDENDUM****APPOINTMENTS****Instructional****Amendment to January 6, 2010, page 5**

Name:	<b>Judy J. Schaeffler</b>
Assignment:	Language Development Specialist/Booth Educational Center
Justification:	Contract Renewal
Effective Date:	January 1, 2010 through June 24, 2010
Tenure Date:	October 9, 2012
Tenure Area:	Speech & Hearing Handicapped
Certification:	Speech & Hearing Handicapped, Permanent; Nursery, Kindergarten and Grades 1-6, Permanent
Salary:	\$327.95 per diem
Background:	MS, Ithaca College,

Experience: Major: Audiology,  
BA, Elmira College,  
Major: Elementary Education Speech/Hearing Handicap  
Teacher, Elmira (NY) City School District (15 years)

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Name: **Joshua R. Teeter**  
Assignment: Elementary /Thomas K. Beecher Elementary School  
Effective Date Justification: ~~Replacement~~/ Newly Created  
~~Certification~~ Effective January 12, 2010  
Date:  
~~Salary~~ Tenure Date: January 12, 2013  
~~Background~~ Tenure Area: Elementary  
Certification: Childhood Education Grades 1-6, Initial  
Salary: \$38,690, Step 1 B+5 prorated  
Background: BS, SUNY Cortland,  
Major: Childhood Education  
Experience: Substitute Teacher, Elmira (NY) City School District (6 months)

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**Long-Term Substitute**

Name: **Jamie L. Deming**  
Assignment: Elementary/Pine City Elementary School  
Effective Date: Replacement/Sarah Lambert  
Certification: Childhood Education (Grades 1-6), Initial  
Salary: \$38,440 Step 1 B prorated  
Background: BS, Canisius College,  
Major: Childhood Education  
Experience: Substitute Teacher, Elmira (NY) City School District (1 month)  
Substitute Teacher, Horseheads (NY) Central School District (11 months)

**DELETION TO THE SUBSTITUTE LIST**

**Deletion**

**Instructional**

**Substitute Teacher**

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Joshua R. Teeter – effective 1/12/10

Motion Carried:

Yes: Grottenthaler, Hurley, Jackson, Lattin, Lax, McCall,  
McGovern, Strange Tucker

No: None

Absent: None

**VISITORS WISHING TO  
ADDRESS THE BOARD**

There were no visitors wishing to address the Board.

**ADJOURNMENT**

Mr. Strange moved, seconded by Mrs. Lattin that the meeting be adjourned. (9:05 p.m.)

Motion Carried:

Yes: Grottenthaler, Hurley, Jackson, Lattin, Lax, McCall,  
McGovern, Strange Tucker

No: None

Absent: None