

**HUMAN RESOURCES COMMITTEE RECOMMENDATIONS**

Intermediate School  
Board of Education Meeting  
January 27, 2011

**CIVIL SERVICE (NYS CLEARANCE FOR EMPLOYMENT RECEIVED)**

	<u>STATUS/POSITION</u>
Burlew, Stephanie	Sr. Clerk Typist/BF
Doolittle, Debra	Sr. Clerk Typist/GR

**CIVIL SERVICE SUBSTITUTE/TEMPORARY APPOINTMENTS:**

	<u>STATUS/POSITION</u>	<u>EFFECTIVE</u>	<u>SALARY</u>
Augustine, Terri	Substitute Clerk Typist	01/05/11	\$7.35/hr.
Burke, Elizabeth	Substitute Cleaner	01/05/11	\$7.25/hr.
Campbell, Heather	Substitute Teacher Aide, Teaching Assistant	12/06/10	\$7.25-7.30/hr.
Kincaid, Nicholas	Substitute Cleaner, Summer Laborer	12/22/10	\$7.25/hr.
Strack, Andrew	Substitute Teacher Aide, Teaching Assistant	12/22/10	\$7.25-7.30/hr.
Vogler, Karen	Substitute Teaching Assistant	01/01/11	\$7.30/hr.

**CIVIL SERVICE APPOINTMENTS:**

	<u>STATUS/POSITION</u>	<u>EFFECTIVE</u>	<u>SALARY</u>
Burlew, Stephanie	Sr. Clerk Typist/BF (probationary)	01/03/11	\$21,451 (pro-rated)

**CIVIL SERVICE END OF ASSIGNMENT:**

	<u>STATUS/POSITION</u>	<u>EFFECTIVE</u>
Layton, Deborah	Provisional Sr. Clerk Typist/BF	12/24/10

**CIVIL SERVICE LEAVES:**

	<u>STATUS/POSITION</u>	<u>EFFECTIVE</u>
Gee, Dana	Cleaner/MS, Bus Driver	1/4/11 (medical leave-paid)

**CIVIL SERVICE TRANSFERS:**

	<u>STATUS/POSITION</u>	<u>EFFECTIVE</u>	<u>SALARY</u>
Caputo, Joseph	Plumber/Facilities	12/07/10	no change

**INSTRUCTIONAL LEAVES:**

	<u>STATUS/POSITION</u>	<u>EFFECTIVE</u>
Harris, Christel	Grade 2/BF	1/13/11 – 6/30/11 (partial paid)
Potter, Sarah	CS/Grade 1	2/3/11 – 3/31/11 (Extended Unpaid)
Webb, Karen	HS/Science (Physics)	1/10/11 – TBD (Medical Leave)
Wilson, Kris	Teaching Assistant/IS	1/10/11 - 4/14/11 (unpaid)

**INSTRUCTIONAL LONG-TERM SUBSTITUTES:**

	<u>STATUS/POSITION</u>	<u>EFFECTIVE</u>	<u>SALARY</u>
Beeman, Robert (Pat)	Social Studies/HS	1/24/11-6/24/11	\$41,919
Pananski, Melissa	Teaching Assistant/RR (temp.- class-size)	1/03/11-6/30/11	\$10.11/hr.
Spirawk, Tara	CS/Grade 1	2/3/11 – 3/31/11	\$50,027 (extended)
Winkky, Tanya	Teaching Assistant/IS	1/10/11-4/15/11	\$7.30/hr.

**INSTRUCTIONAL CONTRACT SUBSTITUTES:**

	<u>STATUS/POSITION</u>	<u>EFFECTIVE</u>	<u>SALARY</u>
Brenzo, Melissa	Contract Sub/RR	1/3/11 – 6/24/11	\$75/day
Miles, Mark	Contract Sub/HS	1/24/11-6/24/11	\$75/day

**INSTRUCTIONAL RESIGNATIONS:**

	<u>STATUS/POSITION</u>	<u>EFFECTIVE</u>
Ose, Mary Lizabeth	Teaching Assistant/BF (ASD)	01/14/11

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**INSTRUCTIONAL RETIREMENTS:**

WHEREAS, **Diane Berman** will retire as Guidance Counselor, effective February 2, 2011; WHEREAS, Diane is in her 24th year with the District; WHEREAS, Diane will be sorely missed by staff; BE IT RESOLVED, that the Board accepts Diane's retirement and hopes her future years are fulfilling.

**INSTRUCTIONAL TENURE RECOMMENDATIONS:**

	<u>STATUS/POSITION</u>	<u>CERTIFICATION AREA</u>	<u>EFFECTIVE</u>
Hartigan, Martina	Teaching Assistant/CS	Teaching Assistant	01/28/11
Miller, Kristen	Special Education/CS	Special Education	01/03/11

**INSTRUCTIONAL SUBSTITUTE TEACHERS:**

	<u>STATUS/POSITION</u>	<u>PREFERENCE</u>
Augustine, Terri	Degreed	Elementary RR
Buchanan, Amy	Certified	Elementary/Secondary
Clark, Jessica	Certified	Elementary/Secondary
Davis, Alycia	Degreed	Elementary
Freudenvoll, Jessica	Non-Degreed	Secondary
McCauley, Stacy	Certified	Secondary
Nolan, Casey	Degreed	Elementary
Page, Gregory	Degreed	Secondary
Reagan, James	Degreed	Secondary
Saunders, Justine	Degreed	Elementary
Smith, Craig	Degreed	Elementary/Secondary
Squiers, Alison	Degreed	Elementary/Secondary
Strack, Andrew	Non-Degreed	Elementary/Secondary
Vogler, Karen	Non-Degreed	Elementary
Warren, Brett	Non-Degreed	Elementary/Secondary
Wells, Pamela	Certified	Elementary/Secondary
Wigsten, Sarah	Non-Degreed	Elementary/Secondary
Williams, Megan	Degreed	Elementary
Wilson, Amanda	Degreed	Elementary

**ADMINISTRATIVE SPECIAL RE-ASSIGNMENTS:**

	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>RATE</u>
Holloway, Ronald	From Assistant Principal /HS to Interim Elem. Principal /GR	01/03/2011	No Change
Suggs, Mary Ann	From Elementary Principal/GR to Elementary Principal on Special Assignment at HS	01/03/2011	No Change

**TEACHER MENTORS:**

<u>Mentor</u>	<u>Mentee</u>	<u>Rate</u>
Marcellus, Cindy	Sherwood, Naomi	\$600 (Prorated)
Steele, Brian	Brightman, Chaston	\$900 (Prorated)

**ADMINISTRATIVE MENTORS:**

<u>Mentor</u>	<u>Mentee</u>	<u>Rate</u>
Carney, Bill	Suggs, Mary Ann	\$1,000 (Prorated)
Kelly, Lisa	Holloway, Ron	\$1,000 (Prorated)

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**SPRING COACHING & ATHLETIC SUPPORT STAFF APPOINTMENTS 2010-2011:**

	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>RATE</u>
Blauvelt, Sara	Head Coach Jr. Varsity Softball	12/8/10	\$3,910
Rijo, Audrey	Head Coach Varsity Softball	12/8/10	\$4,740
Spaziani, Lindsey	Head Coach Modified Softball	12/8/10	\$2,941 Revised Rate
Jansen, Tom	Head Coach Boys/Girls Varsity Track	12/8/10	\$5,417
Daly, Jack	Asst. Coach Boys/Girls Varsity Track	12/8/10	\$4,465
Malnoske, John	Asst. Coach Boys/Girls Varsity Track	12/8/10	\$4,465
Hillman, Kevin	Head Coach Modified COED Track	12/8/10	\$3,111
Gush, Jeff	Asst. Coach Modified COED Track	12/8/10	\$3,111
Limoncelli, Jeff	Head Coach Varsity Baseball	12/8/10	\$5,014
Scott, Andy	Head Coach Jr. Varsity Baseball	12/8/10	\$3,989
Laney, Jerry	Head Coach Modified Baseball	12/8/10	\$3,001
Cook, Pete	Head Coach Boys Varsity Lacrosse	12/8/10	\$5,014
Neubauer, Jason	Asst. Coach Boys Varsity Lacrosse	12/8/10	\$3,910
Spencer, Lee	Head Coach Boys Jr. Varsity Lacrosse	12/8/10	\$3,989
Monks, Steve	Head Coach 7 <sup>th</sup> & 8 <sup>th</sup> Boys Lacrosse	12/8/10	\$3,111
Thomas, John	Head Coach Girls Varsity Lacrosse	12/8/10	\$5,014
Saks, Damian	Head Coach Girls Jr. Varsity Lacrosse	12/8/10	\$4,136
Lese, Shane	Head Coach Girls Modified Lacrosse	12/8/10	\$3,111
Palmer, Dan	Head Coach Boys Tennis	12/8/10	\$5,014
Browning, Ed	Head Coach Girls Varsity Golf	12/8/10	\$5,014

**EXTRA CURRICULAR STIPENDS 2010-2011:**

<u>School</u>	<u>Name</u>	<u>Position</u>	<u>Rate</u>
Center Street	Miller, Kristen	Instructional Strategy Coach	\$900 (Prorated)

**EXTRA CURRICULAR STIPENDS 2010-2011 RESIGNATIONS:**

<u>School</u>	<u>Name</u>	<u>Position</u>	<u>Rate</u>
Center Street	Aquilio, Julie	Instructional Strategy Coach	\$1,500

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**RESOLVED** that the BOARD OF EDUCATION of the Horseheads Central School District ratify and affirm the Tentative Agreement between the Horseheads Central School District and the Non-Instructional Supervisors.

Said Tentative Agreement, dated January 4, 2011, makes the following changes to the current agreement between the parties.

**Article I. Leaves**

- C. Personal Leave – Increase from 2 to 3 days NOT chargeable to sick time.
- D. Add:  
For family members not listed above, the employee may apply to the Director of Human Resources for bereavement time.

**Article II. Vacations**

Group members can be paid up to eight days per year for unused vacation leave.

Group members may carry over up to eight days vacation from one year to the next.

**Article III. Retirement**

An employee who retires into the New York Employees' Retirement System prior to September 30, 2011, will receive \$75.00 per day for accumulated sick leave (exclusive of the sick bank) up to the maximum of 200 days upon retirement. These monies will be placed into a Medical Reimbursement Account and used for the employees' contribution to health insurance and/or out of pocket medical expenses.

An employee who retires into the New York Employees' Retirement System after October 1, 2011 will receive \$75.00 per day for accumulated sick leave (exclusive of the sick bank) up to the maximum of 200 days upon retirement. These monies will be placed into an account in the business office to offset the employees' contribution to health insurance in retirement.

Employees shall give 90 days' notice of intent to retire

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**Article IV. Insurances**

2010-11 – 10% contribution of either the Single, Two person (equal to the premium equivalent of two single plans) or Family Plans

2011-12 – 12% contribution of either the Single, Two Person (equal to the premium equivalent of two single plans) or Family Plans

**Article VI. Salaries**

2010-2011 School year

A 2.5% increase over the 2009-10 salaries (retroactive to July 1, 2010).

2011-12 School year

\$225 dollars added to their 2010-11 salary plus a 2.5% increase

(NOTE: It is acknowledged and understood that a \$225 deposit was made into each employees' Medical Reimbursement Account on October 1, 2010. This deposit will no longer be made in future years.)

Medical Reimbursement Accounts – Delete this section in its entirety.

Longevity – 2010 – 2012

Year 10 – 800

Year 15 – 800

Year 20 - \$900

Year 30 - \$1000

**C. Stipend**

A stipend of \$250 is given for any License/Certificate for schooling needed to perform duties required by the District, such as Asbestos, Fertilizer, Pool Operations, Energy Management, etc.

The duration of this agreement shall be for a period of two (2) years commencing on July 1, 2010 and ending on June 30, 2012.