

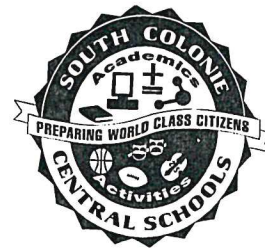
**SOUTH COLONIE CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION**



MINUTES

December 7, 2021

District Office
7:00 pm



CORE VALUES

We Believe:

- * That all children can learn.
- * In educating the whole child so he/she can meet the District's Standards.
- * In focusing on student achievement.
- * In providing a comprehensive and enriched curriculum for all students reflecting the needs and available resources of the community.
- * That the combined commitment of the Board of Education, staff, families, students, and community is the key to educational success.

MISSION STATEMENT

The mission of the South Colonie Central School District is to educate all students to their highest level of academic achievement, realize their full potential and prepare them to become responsible citizens in a global society.

CALL TO ORDER

The Regular Meeting of the South Colonie Board of Education was called to order by Board President, Ms. Gigliello at 7:00 pm.

1. ROLL CALLMembers Present:

Brian Casey

Stephanie Cogan

Rose Gigliello

Colleen Gizzi

Michael Keane

David Kiehle

Christopher Larrabee

Members Excused:

Robert Mesick

James T. Ryan

Also Present:

David Perry, Superintendent of Schools

Tim Backus, Deputy Superintendent

Jacqlene McAllister, Assistant Superintendent for Management Services & Strategic Planning

Christopher Robilotti, Assistant Superintendent of Human Resources & Safe Schools

Amber Lanigan, District Clerk

2. PLEDGE TO THE FLAG

Board Vice-President, Mr. Casey led the pledge to the flag.

3. APPROVAL OF MINUTES

A motion was made by Mr. Ryan and seconded by Mr. Larrabee, that the minutes of the Regular Meeting of November 16, 2021 be approved.

7 Yes 0 No 0 Abstain

Vote Carried: 7 – 0 – 0

4. SUPERINTENDENT UPDATE

Dr. Perry stated that the winter sports season has just begun and we are looking forward to competitions at the Modified, JV and Varsity levels. COVID protocols for indoor athletics are in place. Electronic ticketing through GoFan will be used this year for Boys JV and Varsity Basketball. We also continue to expand our opportunities for diagnostic testing for students and staff who have exhibited symptoms of COVID-19. Over the past few weeks Mr. Robilotti and some of our nursing staff have been working to provide curbside diagnostic testing at the High School and we have been averaging about 15-20 people per day. This is done at no cost to the families. We are also working on a “7 day test out of quarantine”. Albany County recently updates their policies to allow for this.

The District is continuing the work on Phase IV of the Colonie 2020 project, which will be worked on this coming summer. This work was approved in 2016. We are also beginning the ground work for a future capital project, Colonie 2025, which will be a significant referendum that we anticipate bringing to our voters for consideration in October of 2022. More details will be coming out to the public throughout the spring.

5. NEW BUSINESS

Ms. Gigliello would like to give a big shout out to our food service workers. Like so many others, they have gone above and beyond and we appreciate all that they do. Congratulations to Kaydence Golding who is a 3 time National Champion wrestler in her age group. Kaydence is a 5th grader at Sand Creek Middle School. Congratulations to our younger cheerleading team, the Colonie Raider Mighty Mites. They just finished 5th in the country.

Mr. Casey stated that his wife and himself had the opportunity to attend the faculty concert at the High School and said it was a wonderful concert. The amount of talent among the faculty was very impressive.

Mr. Keane wanted to say Congratulations to Mia VanDyke, who was named 4th team all-state in NYS class AA girls soccer. Mia was also co-MVP of the suburban council.

Ms. Cogan would like an update on the Toys for Tots stuff the bus program. Dr. Perry stated that today we finished up our 7th school. The High School is having their Holiday Light Parade this coming Saturday from 6-9pm. The cost of admission is one new unopened toy. So far the count is well over 3500 toys. Sand Creek was in the lead with over 700 toys. Lisha Kill was very close behind. Great job by all schools. We anticipate delivering the toys to the Toys for Tots warehouse on the 14th. If you would still like to donate, we are accepting donations until the 13th at the District Office and at the Colonie Village Center. We very much appreciate the generosity of the students and the community.

6. OLD BUSINESS

Mr. Keane referenced a communication that went out a few days prior regarding the plan for snow days and asked for clarification. He also asked about the ability to go remote for a snow day vs. the programming for students that may be home on quarantine. Dr. Perry stated that we do have the ability to have remote learning days in the event of bad weather and that we are planning for that. However, we will still have traditional snow days. Typically in a year we build in 4 snow days and we try to get through February without using all of them, in the event we have a late storm in March or April. If we have enough notice and have the capability of moving to remote, we may do that at times. It is still a struggle to go fully remote at this time, as we continue to struggle to get devices to every child at the younger level.

In terms of quarantine, teachers have the ability to provide several different options including livestreaming of classes, providing paper and pencil packets, and office hours through a live google chat. The teacher has the ability to decide what mode works best for the classroom.

7. COMMUNICATIONS

Katrina Graham spoke against vaccine mandates.

Carol Pinkans spoke about the NYSED Arts Implementation.

Michael Craft spoke against our current COVID protocols and restrictions.

8. REPORTS FOR INFORMATION AND ACTION

A. Tax Collection Report

Jacqueline McAllister, Assistant Superintendent for Management Services & Strategic Planning, reviewed the data on taxes collected and unpaid taxes. Approval to accept the Tax Collection Reports for the Towns of Colonie, Guilderland, and Niskayuna, and that the list of uncollected taxes be approved for submittal to Albany and Schenectady Counties for the September 1, 2021 through October 31, 2021 tax collection period.

9. BOARD COMMITTEE ACTION ITEMS

A. Communications

Ms. Gizzi, Committee Chair, was available to answer questions regarding the report on the Communications Committee meeting that was held on November 16, 2021.

B. Academic Achievement

Mr. Kiehle, Committee Chair, was available to answer questions regarding the report on the Academic Achievement Committee meeting that was held on November 30, 2021.

C. Policy

Ms. Cogan, Committee Chair, was available to answer questions regarding the report on the Communications Committee meeting that was held on November 22, 2021.

First Reading

Policy 0101 – Gender Neutral Single-Occupancy Bathrooms

Single Reading & Approval

Policy 9290 – Supplemental Compensation Rates

Policy 0000 – Mission Statement and Vision

Policy 0110 – Sexual Harassment

Policies 0110.1 & 0110.1R – Sexual Harassment of Students

Policies 0110.2, 0110.2R, & 0110.2E – Sexual Harassment of Employees

Policies 0115, 0115R, & 0115E – Student Harassment and Bullying Prevention and Intervention

Policy 0150 – HIV-AIDS

Policy 0300 – Accountability

Policy 0310 – Board Self-Evaluation

Policies 0320 & 0320R – Evaluation of the Superintendent

On behalf of the Policy Committee, upon the motion made by Committee Chair/Member Ms. Cogan, recommendation that the revisions made to the above stated Policies (9290, 0000, 0110, 0110.1, 0110.1R, 0110.2, 0110.2R, 0110.2E, 0115, 0115R, 0115E, 0150, 0300, 0310, 0320 & 0320R) be approved as presented.

7 Yes 0 No 0 Abstain

Vote Carried: 7 – 0 – 0

10. REPORTS AND RECOMMENDATIONS FOR ACTION

The Superintendent recommends approval of the following:

A. Committee on Special Education

Placements as indicated on the attached sheets.

B. In-Service Courses

Approval of in-service courses as per attached list. Interested staff may register for courses on PD Express.

C. Proposal

Approval of a proposal for the contract service agreement between Huddle Tickets “GoFan Digital Ticket Sales” and South Colonie Central School District for providing online digital ticketing services for athletic and other events for the district based on the attached proposal and terms and conditions for a period of three years.

D. Agreement

Approval of an agreement between the Town of Colonie and South Colonie Central School District for sale and purchase of salt, whereas among other terms, the Town of Colonie agrees to sell and the School District agrees to buy approximately one hundred fifty (150) tons of salt at a rate of fifty eight dollars and 25 cents (\$58.25) per ton of salt received.

E. Tax Refunds

1. Approval of a 2021-2022 tax payable to Kim Sung in the amount of \$1,389.348. The property is located at 13 Spruce Street, Albany. NY 12205 (Tax Map #53.5-2-21).

F. Non-Resident Tuition Rates1. Actual Rates - 2020-2021 School Yeara. Regular Education Students:

Half-Day Kindergarten	N/A
Full Day, Grades K – 6	\$10,594.00
Full Day, Grades 7 – 12	\$12,802.00

b. Special Education Students:

Half-Day Kindergarten	N/A
Full Day, Grades K – 6	\$37,163.00
Full Day, Grades 7 – 12	\$39,371.00

2. Estimated Rates - 2021-2022 School Yeara. Regular Education Students:

Half-Day Kindergarten	N/A
Full Day, Grades K - 6	\$10,589.00
Full Day, Grades 7 -12	\$12,840.00

b. Special Education Students:

Half-Day Kindergarten	N/A
Full Day, Grades K – 6	\$38,531.00
Full Day, Grades 7 – 12	\$40,782.00

G. Donations

1. Donation from Ohiopyle Prints, Inc., 410 Dinnerbell Road, Ohiopyle, PA 15470 to Colonie Central High School Athletic Department in the amount of \$98.57. Donation is to be used to cover the cost of uniforms.
2. Donation from SchoolStore.com, 180 Freedom Avenue, Murfreesboro, TN 37129 to Roessleville Elementary School in the amount of \$1,066.79. Donation is to be used to cover the cost of classroom supplies for students and teachers.

3. Donation from Shenendehowa Central School District, 5 Chelsea Place, Clifton Park, NY 12065 to Colonie Central High School in the amount of \$200.00. Donation is to be used for the entry fee for the Colonie Junior Varsity Wrestling Tournament.
4. Donation from Ballston Spa Central School District, 70 Malta Avenue, Ballston Spa, NY 12020 to Colonie Central High School in the amount of \$200.00. Donation is to be used for the entry fee for the Colonie Junior Varsity Wrestling Tournament.
5. Donation from Duanesburg Central School, 133 School Drive, Duanesburg, NY 12053 to Colonie Central High School in the amount of \$200.00. Donation is to be used for the entry fee for the Colonie Junior Varsity Wrestling Tournament.
6. Donation from Utica National Insurance Group, PO Box 530, Utica, NY 13503-0530 to South Colonie Central School District in the amount of \$500.00. Donation is to be used to purchase safe school supplies.
7. Donation from CHS Cheerleading Booster Club, 1 Raider Blvd., Albany, NY 12205 to Raider Blvd., Albany, NY Colonie Central High School in the amount of \$1,500.00. Donation is to be used for the expense of the Assistant Coach JV Cheerleading Coach.
8. Donation from Forest Park PTA, 100 Forest Drive, Albany, NY 12205 to Forest Park Elementary in the amount of \$12,000.00. Donation is to be used for the purchase of playground equipment.
9. Donation from Colonie Track & Field Booster Club, 100 Hackett Avenue, Albany, NY 12205 to South Colonie Central School District in the amount of \$182.80. Donation is to be used for the expense of Athlete Awards.

H. Re-Appropriation of the 2021-2022 Budget

Re-appropriation of the 2021-2022 budget in the amount of \$3,946.00. The total re-appropriated budget is \$108,033,550

A motion was made by Ms. Gizzi and seconded by Mr. Larrabee, that the above stated Reports and Recommendations be approved.

7 Yes 0 No 0 Abstain

Vote Carried: 7 – 0 – 0

11. PERSONNEL – INSTRUCTION (Pages 11-14)

A motion was made by Mr. Casey and seconded by Mr. Keane, that the Instructional Personnel changes listed on the attached sheets dated December 7, 2021 be approved.

7 Yes 0 No 0 Abstain

Vote Carried: 7 – 0 – 0

12. PERSONNEL – SUPPORT (Pages 15-18)

A motion was made by Ms. Gizzi and seconded by Mr. Keane, that the Support Personnel changes listed on the attached sheets dated December 7, 2021 be approved.

7 Yes 0 No 0 Abstain

Vote Carried: 7 – 0 – 0

13. MEMORANDUM OF AGREEMENT – TEAMSTERS LOCAL 294, INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AFL-CIO, SCHOOL MONITORS UNIT

Approval of a Memorandum of Agreement with the Teamsters Local 294, International Brotherhood of Teamsters, AFL-CIO, School Monitors Unit, to modify the salary schedule to reflect increase in minimum wage, as per the attached agreement.

A motion was made by Ms. Gizzi and seconded by Mr. Casey, that the above stated Memorandum of Agreement to modify the salary schedule be approved.

8 Yes 0 No 0 Abstain

Vote Carried: 8 – 0 – 0

14. MEMORANDUM OF AGREEMENT – SOUTH COLONIE TEACHERS' ASSOCIATION

Approval of a Memorandum of Agreement with the South Colonie Teachers' Association to implement a provision for paid volunteer coverage when substitutes are unavailable, as per the attached agreement.

A motion was made by Mr. Larrabee and seconded by Ms. Gizzi, that the above stated Memorandum of Agreement to implement a provision for paid volunteer coverage when substitutes are unavailable be approved.

7 Yes 0 No 0 Abstain

Vote Carried: 7 – 0 – 0

15. MEMORANDUM OF AGREEMENT – SCHOOL ALLIANCE OF SUBSTITUTES IN EDUCATION

Approval of a Memorandum of Agreement with the School Alliance of Substitutes in Education, to modify the salaries pertaining to Retired South Colonie Teachers Half Day and Full Day rates, as per the attached agreement.

A motion was made by Ms. Gizzi and seconded by Mr. Keane, that the above stated Memorandum of Agreement to modify the salaries for Retired South Colonie Teachers be approved.

7 Yes 0 No 0 Abstain **Vote Carried: 7 – 0 – 0**

16. FUTURE MEETINGS

- **December 7** Board of Education Meeting – 7:00 pm – District Office
- **December 14** Audit & Finance Committee Meeting – 6:00 pm – District Office
- **December 16** Facilities/Transportation Committee Meeting – 8:30 am – District Office
- **January 4** Accountability & Board Operations Committee Meeting –6:00 pm- District Office
- **January 4** Board of Education Meeting – 7:00 pm – District Office
- **January 11** Strategic Planning Committee Meeting – 6:00 pm – District Office
- **January 11** Board of Education Meeting – 7:00 pm – District Office – Executive Session Only

EXECUTIVE SESSION

A motion was made by Mr. Keane and seconded by Mr. Larrabee to enter Executive Session to discuss fiscal and employment matters relating to particular persons.

7 Yes 0 No 0 Abstain **Vote Carried: 7 – 0 – 0**

The Board entered into Executive Session at 7:44 pm.

A motion was made by Mr. Keane and seconded by Ms. Gizzi, to adjourn Executive Session.

7 Yes 0 No 0 Abstain **Vote Carried: 7 – 0 – 0**

The Board adjourned Executive Session at 8:38 pm.

17. RESOLUTION – CONSENT ASSIGNMENT TO GMES SOLAR 3 LLC

RESOLVED, the Board of Education of the South Colonie Central School District approves the Consent to Assignment of Power Purchase Agreement to GMES SOLAR 3 LLC, for that certain Power Purchase Agreement dated August 27, 2013 for 2 Winston Place, known as South Colonie Central School District Bus Garage; and it is further

RESOLVED, that the President of the Board of Education of the South Colonie Central School District is hereby authorized to execute the Consent to Assignment of Power Purchase Agreement for 2 Winston Place, a copy of which is attached hereto and made a part hereof, and any and all documents that may be required to effectuate the Consent to Assignment of Power Purchase Agreement for this location.

A motion was made by Ms. Gizzi and seconded by Mr. Casey, that the above stated Resolution be approved.

Roll Call Vote:	<u>✓</u> Brian Casey	<u>✓</u> Colleen Gizzi	<u>✓</u> Chris Larrabee
	<u>✓</u> Stephanie Cogan	<u>✓</u> Michael Keane	<u>Exc.</u> Robert Mesick
	<u>✓</u> Rose Gigliello	<u>✓</u> David Kiehle	<u>Exc.</u> James T. Ryan

7 Yes 0 No 0 Abstain **Vote Carried: 7 – 0 – 0**

18. ADJOURN MEETING

A motion was made by Mr. Keane and seconded by Mr. Larrabee, that the Regular Meeting be adjourned.

7 Yes 0 No 0 Abstain **Vote Carried: 7 – 0 – 0**

The Regular Meeting of the Board of Education was adjourned at 8:39 pm.

Respectfully Submitted,

Amber M. Lanigan
District Clerk

11. PERSONNEL – INSTRUCTION**A. Retirements**

1. Name: Deborah Paniccia
Position: Foreign Language Teacher
Location: Colonie Central High School
Effective Date: June 30, 2022
Years of Service: 32 years (1990-2022)
2. Name: Lisa Yakel
Position: Home and Careers Teacher
Location: Sand Creek Middle School
Effective Date: July 1, 2022
Years of Service: 30 years (1992-2022)
3. Name: Lisa McGee
Position: Special Education Teacher
Location: Sand Creek Middle School
Effective Date: July 1, 2022
Years of Service: 30 years (1992-2022)
4. Name: Pamela Hoerup
Position: Teaching Assistant
Location: Colonie Central High School
Effective Date: July 1, 2022
Years of Service: 3+ years (2019-2022)

B. Resignations

1. Name: Joseph Nuzzi
Position: Social Studies Teacher
Location: Sand Creek Middle School
Effective Date: December 13, 2021
Reason: Personal
2. Name: Amanda Derouin
Position: Special Education Teacher
Location: Roessleville Elementary School
Effective Date: July 1, 2022
Reason: Personal

C. Long-Term Substitute

1. Name: Beverly U. Hayles
Address: 22 Philo Road, Columbiaville, NY 12050
Type: Long-Term Substitute
Teaching Area: Special Education Teacher
Location: Sand Creek Middle School
Effective Date: November 10, 2021
Salary: Schedule I, Step 1; As per the SCTA Contract (pro-rated)
Education: B.A. and M. S. from The College of New Rochelle
Certification: Permanent in Special Education

D. Substitute Teachers

Approve substitute teachers on the attached list for regular appointments.

E. Cafeteria Supervision for the 2021-22 School Year

Rescind the following previously approved position effective 11/15/2021:

Lisha Kill Middle School

Nicholas Southworth 1.0

Appoint the following previously approved position at the approved rate of compensation effective 11/15/2021:

Lisha Kill Middle School

Cathy Scheer 1.0

F. Greater Capital Region Teacher Center Teacher Leadership Coaches for 2021-2022 School Year

Rescind the following previously approved position effective December 31, 2021:

Teacher Leadership Coach-Visual and Performing Arts Level 1

Kate Jarrard

Approve per Policy 9290 effective December 31, 2021:

Teacher Leadership Coach-Visual and Performing Arts Level 1

Denise Lutter

G. Co-Curricular – 2021-22 School Year

Rescind the following previously approved position effective December 13, 2021:

Sand Creek Middle School

Intramurals:

Season III – Wellness/Weight Training (7-8)	Joseph Nuzzi	1.0
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Appoint the following previously approved position at the approved rate of compensation effective December 13, 2021:

Sand Creek Middle School

Intramurals:

Season III – Wellness/Weight Training (7-8)	Sean Merchant	1.0
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H. Interscholastics for Fall – 2021-22 School Year

Appoint the following previously approved positions at the approved rate of compensation:

Colonie Central High School

Assistant Coach Junior Varsity Cheerleading-Winter	Anna Hellkamp	1.0
Assistant Coach Varsity Boys Indoor Track	Matt Tarullo	.10
Assistant Coach Varsity Boys Indoor Track	Allissa LaPort	.10
Assistant Coach Varsity Girls Indoor Track	Matt Tarullo	.10
Assistant Coach Varsity Girls Indoor Track	Allissa LaPort	.10

Sand Creek and Lisha Kill Middle Schools/Modified

Coach Modified Girls Basketball	Ryan Dougherty	1.0
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I. P-12 Administrative Supervisor of Health– 2021-22 School Year

Approve per Policy 9290:

Jennifer Judge

J. Appointment

1. Name: Ashley Carroll
Address: 32 Maria Drive, Loudonville, NY 12211
Type: Probationary – 4 Year
Tenure Area: Teaching Assistant
Location: Sand Creek Middle School
Effective Date: December 8, 2021
Salary: As per the SCTA TA Contract (pro-rated)
Education: B.S. from SUNY Oneonta
Certification Status: Teaching Assistant, Level I

K. Increase of Appointment

1. Name: Alexandria Onderdonk-Milne
Teaching Area: ENL
Location: Sand Creek Middle School
Increase: .50
Effective Dates: December 8, 2021 to June 30, 2022

12. PERSONNEL – SUPPORT**A. Resignations**

1. Name: Lori Myers
Position: Probationary School Monitor (.81)
Effective: November 17, 2021
Reason: Personal
2. Name: Manch McLaughlin
Position: School Bus Driver (.75)
Effective: November 30, 2021
Reason: Personal
3. Name: Elizabeth Hufland
Position: School Bus Driver (.75)
Effective: January 3, 2022
Reason: Accepted another position in the District
4. Name: Yana Atenzon
Position: Food Service Helper (.96)
Effective: December 31, 2021
Reason: Personal

B. Appointments

1. Name: Andrew McIntyre
Address: 251 Mammoth Spring Road, Rensselaer, NY 12144
Position: School Monitor Substitute
Effective: November 17, 2021
Salary: \$12.75 per hour
2. Name: Lincoln Chinnery
Address: 23 Bancroft Street, Albany, NY 12208
Position: School Bus Driver Substitute
Effective: November 22, 2021
Salary: \$18.25 per hour
3. Name: Aaron Satin
Address: 6 Woodridge Drive, Albany, NY 12211
Position: School Monitor Substitute
Effective: November 22, 2021
Salary: \$12.75 per hour

4. Name: David Coyne
Address: 33 Concord Drive, Schenectady, NY 12309
Position: Break-In Bus Driver
Effective: December 1, 2021
Salary: \$16.25 per hour
5. Name: Tammy Stalker
Address: 7B Terry Court, Colonie, NY 12205
Position: Probationary School Monitor (.81)
Effective: December 1, 2021
Salary: \$12.64 per hour per Teamsters Contract
Hours: 6.5 hours per day
Probationary Period: December 1, 2021 through June 1, 2022
Current Location: Forest Park Elementary School
6. Name: Elizabeth Hufland
Address: 15 Hawley Avenue, Albany, NY 12205
Position: Probationary Bus Driver/Trainer
Effective: January 3, 2022
Salary: Schedule V, Job Rate, per CSEA Contract
Hours: 8.0 hours per day
Probationary Period: January 3, 2022 through June 30, 2022
7. Name: Richard Ebel Jr.
Address: 22 Campbell Drive, Albany, NY 12205
Position: Custodial Worker Substitute
Effective: January 3, 2022
Salary: \$14.00 per hour
8. Name: Melissa Capalbo
Address: 2713 15th Street, Troy, NY 12180
Position: Probationary School Nurse
Effective: January 3, 2022
Salary: Schedule S, Job Rate, per CSEA Contract
Hours: 7.0 hours per day
Probationary Period: January 3, 2022 through June 30, 2022
Current Location: Sand Creek Middle School

C. Personal Care Assistant for the 2021-2022 School Year:

***Appoint** the following Personal Care Assistant (IEP Driven) per 9290 (effective October 25, 2021):*

Jamie Lam

School Monitor

1.0

SC

D. Change of Hours

Effective November 29, 2021 – June 30, 2022:

Miriam Castellanos	Temporary School Monitor	3.5 hours per day to 6.5 hours per day	SW
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Effective January 3, 2022:

Anthony DeRusso	School Bus Driver	5.0 hours per day to 6.0 hours per day	BG
Viona Heinze	School Bus Driver	6.0 hours per day to 8.0 hours per day	BG
Samuel Slick	School Bus Driver	6.0 hours per day to 8.0 hours per day	BG
Suzanne Tizzone	School Bus Driver	5.5 hours per day to 6.0 hours per day	BG
Daryl Waddell	School Bus Driver	5.0 hour per day to 6.0 hours per day	BG
Bruce Wilhelm	School Bus Driver	6.0 hours per day to 8.0 hours per day	BG

E. Support Staff Substitute and Occasional Employment Rates

Hourly Rates effective January 1, 2022:

<u>Substitute Title</u>	<u>Hourly Rate</u>
School Monitor	\$13.20
Food Service Helper	\$13.20
Strength and Conditioning Coach	\$23.00

<u>Bus Driver Training</u>	<u>Hourly Rate</u>
Break-in Bus Driver	\$18.25

<u>Bus Driver Training Stipends</u>	<u>Rate</u>
One-time stipend payment at the time of Board appointment to Substitute Bus Driver title	\$300.00
One-time stipend payment after 300 hours of driving as Substitute Bus Driver or Permanent Bus Driver (total time regardless of school years)	\$600.00

One-time stipend payment after 500 hours of driving as Substitute Bus Driver or Permanent Bus Driver (total time regardless of years)	\$300.00
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(Training stipends are retroactive to 1/1/21, with the rates approved for 20-21 used prior to 7/1/21)

Recruitment/Referral Stipend

Rate

One-time stipend payment paid to a new Support Staff employee (except for new Bus Driver – see training stipends), after completion of 30 days worked	\$500.00
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One-time stipend payment paid to a referring South Colonie employee of a new support staff employee after their successful completion of 30 days of employment.	\$500.00
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