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 will be called to order by the President of the Board of Education.

1. **ROLL CALL**

   ____ Brian Casey  ____ Michael Keane  ____ Robert Mesick  
   ____ Stephanie Cogan  ____ David Kiehle  ____ James T. Ryan  
   ____ Rose Gigliello  ____ Christopher Larrabee  

   **Also Present:**
   David Perry, Superintendent of Schools  
   Timothy 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**

   The President of the Board of Education will lead the pledge to the flag.

3. **APPROVAL OF MINUTES**

   If the Board approves, the following suggested motion is in order: Motion made by __________________, seconded by __________________, that the minutes of the Regular Meeting of December 6, 2022 be approved.

   ____ Yes  ____ No  ____ Abstain  Carried:

4. **SUPERINTENDENT UPDATE**

5. **NEW BUSINESS**
6. **COMMUNICATIONS**

Please use the attached link to submit Board Meeting Public Comments. 01/03/23 BOE Meeting Public Comments

7. **REPORTS FOR INFORMATION**

A. High School teacher Justin Defazzio and select students will give a presentation on the Graphics Shop at Colonie High School.

B. High School teacher Tom Casey and select students will give a presentation on the Cyber Security class at Colonie High School.

8. **BOARD COMMITTEE REPORTS & ACTION ITEMS**

Board Committees have met since the last Board of Education meeting. Chairpersons will make recommendations to the full Board, and/or seek clarification on issues. Board members who are liaisons to District-wide committees will also report at this time.

A. **Graduation/Athletics Hall of Fame**

Mr. Kiehle and Mr. Keane, Committee Co-Chair’s, will be available to answer questions regarding the report on the Graduation/Athletics Hall of Fame Committee meeting that was held on December 6, 2022.

B. **Facilities/Transportation**

Dr. Perry, Superintendent, will be available to answer questions regarding the report on the Facilities/Transportation Committee meeting that was held on December 15, 2022.

C. **Policy**

First Reading

5030 - Student Complaints
5040 – Constitutionally Protected Prayer in the Public Schools
5100 – Student Attendance
5130 – Compulsory Attendance Ages
5150 – School Admissions
5151 & 5151R – Homeless Children & Homeless Children Regulation
5152 – Admission of Non-Resident Students
5162 & 5162R – Student Dismissal Precautions & Student Dismissal Precautions Regulation
5205 – Eligibility for Extracurricular Activities
5210 – Student Organizations
5220 – School Sponsored Student Expression
5225 – Student Personal Expression
5251 – Student Fundraising Activities
5252 – Student Activities Funds Management

Single Reading & Approval

5000 - Student-Policies-Goals
5020.3 - Rights of Students with Disabilities Under Section 504
5140 – Entrance Age
5152.1 – Admission of Foreign Students
5183 – Instruction on Days of Religious Observance

On behalf of the Policy Committee, upon the motion made by Committee Chair/Member ____________________, recommendation that the revisions made to the above stated Policies (5000, 5020.3, 5140, 5152.1, & 5183) be approved as presented.

_____ Yes          _____ No          _____ Abstain                          Carried:

9. REPORTS AND RECOMMENDATIONS FOR ACTION

The Superintendent recommends approval of the following:

A. Committee on Special Education

   Placements as indicated per Student Support Services.

B. In-Service Courses

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

C. Contract

   Authorization for South Colonie Central School District to piggyback off the WB Mason contract with Monroe County for copy paper at $37.88 per case from 1/4/2023 to 6/30/2023.

D. Cooperative Purchasing

   Authorization for South Colonie Central School District to participate in the Choice Partners National Purchasing Cooperative beginning 1/4/023.
E. Tax Roll Correction

An application RP-554 for Corrected Taxes for the 2022 tax roll on property owned by Florence Oropallo. Property is located at 41 Ahl Avenue, Albany, New York 12205 (Tax Map# 42.18-3-10). Correction is needed due to clerical error. The assessor’s office miscalculated the percentage of the exemption at 35% instead of 50% which would result in a 2022 final assessment roll in the amount of $429.23. Property owner was entitled to an exemption per (RP-467).

F. Health & Welfare Contract

Approval of a contract with the Guilderland Central School District for the 2022-2023 school year to provide health and welfare services to five (5) South Colonie resident students attending non-public schools located in the Guilderland Central School District. The health service cost per pupil is $798.98. The total cost of the contract shall be $3,994.90.

G. Transportation Contracts

Approval of a 31-Day emergency transportation contract with Star and Strand Transportation, Inc., 360 5th Avenue, Troy, New York 12182 from Parsons Child and Family Center, 60 Academy Rd, Albany, Albany, New York 12208. Transportation is to begin December 14, 2022 and end January 13, 2023, at a rate of $274.00 per day. This transportation is afternoons only. Total anticipated cost of contract is $4,384.00.

Bid award transportation contracts for students for the 2022-2023 school year programs awarded to the lowest bidder and pending meeting insurance requirements as follows:

<table>
<thead>
<tr>
<th>Route #2022-20 Parsons</th>
<th>PER DAY COST</th>
<th>ADDTL AIDE</th>
<th>PER ADDL MILE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seats</td>
<td>$274.00</td>
<td>$125.00</td>
<td>$4.95</td>
</tr>
</tbody>
</table>

Vendor Name: Star and Strand Transportation, Inc. 360 5th Avenue, Troy, NY 12182
H. Donations

1. Donation from Hannaford Helps, PO Box 4630, Portsmouth, NY 03802 to Lisha Kill Middle School in the amount of $192.00. The donation will be used for supplies.

2. Donation from South Colonie Boys Soccer Booster Club, 1 Raider Blvd, Albany, NY 12205 in the amount of $200.00. The donation will be used towards turf costs for the weight room.

3. Donation from Colonie Softball, 1 Raider Blvd, Albany, NY 12205 in the amount of $150.00. The donation will be used towards turf costs for the weight room.

4. Donation from Colonie Girls Lacrosse Booster Club, 1 Raider Blvd, Albany, NY 12205 in the amount of $200.00. The donation will be used towards turf costs for the weight room.

5. Donation from Colonie Central High School Football Booster Club, 1 Raider Blvd, Albany, NY 12205 in the amount of $500.00. The donation will be used towards turf costs for the weight room.

6. Donation from Colonie Central High School Wrestling Booster Club, 1 Raider Blvd, Albany, NY 12205 in the amount of $150.00. The donation will be used towards turf costs for the weight room.

7. Donation from Colonie Boys Basketball Booster Club, 1 Raider Blvd, Albany, NY 12205 in the amount of $50.00. The donation will be used towards turf costs for the weight room.

8. Donation from Colonie Baseball Booster Club, 1 Raider Blvd, Albany, NY 12205 in the amount of $200.00. The donation will be used towards turf costs for the weight room.

9. Donation from Colonie Track & Field Booster Club, 100 Hackett Avenue, Albany, NY 12205 in the amount of $200.00. The donation will be used towards turf costs for the weight room.

10. Donation from Colonie Boys Lacrosse Booster Club c/o Kerry Lockart, 49 Donna Drive, Albany, NY 12205 in the amount of $200.00. The donation will be used towards turf costs for the weight room.
11. Donation from Colonie Girls Volleyball Booster Club, 1 Raider Blvd, Albany, NY 12205 in the amount of $200.00. The donation will be used towards turf costs for the weight room.

12. Donation from Rochester Institute of Technology, 7 Lomb Memorial Drive, Rochester, NY 14623 in the amount of $380.00. The donation will be used for Project Lead the Way.

13. Donation from Roessleville Elementary PTA, 100 California Ave, Albany, NY 12205 in the amount of $500.00. The donation will be used to purchase books.

14. Donation from Colonie Girls Soccer Booster Club Inc, PO Box 50133, Albany, NY 12205 in the amount of $100.00. The donation will be used towards turf costs for the weight room.

I. **Re-appropriation of the 2022-2023 budget**

Re-appropriation of the 2022-2023 budget in the amount of $3,222.00. The total re-appropriated budget is $113,471,307.

J. **Clerk’s & Treasurer’s Reports - November 2022**

If the Board approves, the following suggested motion is in order: Motion made by______________________, seconded by ________________________, that the above stated Reports and Recommendations be approved.

_____ Yes          _____ No          _____ Abstain
Carried:

10. **PERSONNEL – INSTRUCTION** (Pages 11-15)

If the Board approves, the following suggested motion is in order: Motion made by______________________, seconded by ________________________, that the Instruction Personnel changes listed on the attached sheets dated January 3, 2023 be approved.

_____ Yes          _____ No          _____ Abstain
Carried:

11. **PERSONNEL – SUPPORT** (Pages 16-18)

If the Board approves, the following suggested motion is in order: Motion made by______________________, seconded by ________________________, that the Support Personnel changes listed on the attached sheets January 3, 2023 be approved.

_____ Yes          _____ No          _____ Abstain
Carried:
12. RESOLUTION – ENERGY PERFORMANCE CONTRACT

WHEREAS, the Board of Education ("Board") of the South Colonie Central School District ("School District") after soliciting requests for proposals from energy services companies for the implementation of energy conservation measures at all district facilities ("Project") on an Energy Performance Contract basis appointed the energy services company, Johnson Controls, Inc. ("JCI"); and

WHEREAS, the School District Board of Education authorized JCI to conduct a comprehensive energy audit ("CEA") of School District property to determine what energy conservation measures might be installed under an energy performance contract; and

WHEREAS, the results of the JCI CEA have been reviewed and evaluated by the School District’s consultant engineer, Energia Engineering, P.C. ("Energia"), and the School District Administration to determine which comprehensive energy efficient technologies can realistically reduce the District’s energy consumption and generate cost savings to the District; and

WHEREAS, based upon said review and evaluation of the CEA, Energia and School District Administration have identified and recommend the scope of energy conservation measures to be installed in District Facilities ("Project") pursuant to an energy performance contract; and

WHEREAS, the School District Board desires to enter into an energy performance contract ("EPC") for the installation of energy performance measures with JCI based upon the legal review and approval of the EPC.

NOW THEREFORE, IT BE RESOLVED, that the Board of Education hereby approves the scope and the installation of energy performance measures and energy conservation services in District Facilities subject to the recommendation of Energia and School District Administration, and

BE IT FURTHER RESOLVED, that the Board of Education hereby authorizes the Board President to execute an energy performance contract ("EPC") between the School District and JCI that incorporates the energy conservation services and installations that are identified in the EPC and all supporting documents, as recommended and approved by the School District counsel and Energia.

If the Board approves, the following suggested motion is in order: Motion made by ______________________, seconded by ______________________, that the above stated Resolution be approved.

_______ Yes    _____ No    _____ Abstain    Carried:
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
and increase in wages, as per the attached agreement.

If the Board approves, the following suggested motion is in order: Motion made by
______________________________, seconded by ___________________________, that the above stated
Resolution to modify the salary schedule be approved.

_____ Yes   _____ No   _____ Abstain   Carried:

14. MEMORANDUM OF AGREEMENT – CONFIDENTIAL BARGAINING UNIT

Approval of a Memorandum of Agreement with the South Colonie Confidential Bargaining
Group, to allow for prior ten-month and eleven-month service to the District to be used in
conversion formulas to establish eligible years of service for additional vacation credit when
becoming a Confidential twelve-month employee in a full time position, and to allow for all
new employees hired into Confidential to be granted vacation days subject to proration based
upon the employee’s start date as established in the articles within.

If the Board approves, the following suggested motion is in order: Motion made by
______________________________, seconded by ___________________________, that the above stated
Resolution to modify the articles for vacation day calculations be approved.

_____ Yes   _____ No   _____ Abstain   Carried:

15. FUTURE MEETINGS

- January 10  Strategic Planning Committee Meeting – 6:00 pm – District Office
- January 10  Board of Education Meeting (Executive Session Only) – 7:00 pm –
District Office
- January 17  Board of Education Meeting – 7:00 pm – District Office
- January 23  Policy Committee Meeting – 6:00 pm – District Office
- February 7  Academic Achievement Committee Meeting – 6:00 pm – District
Office
- February 7  Board of Education Meeting – 7:00 pm – District Office
- February 28  Communications Committee Meeting – 6:00 pm – District Office
- February 28  Board of Education Meeting – 7:00 pm – District Office
EXECUTIVE SESSION

It is anticipated that the Board may enter Executive Session at this time.

Motion by _______________________, seconded by _______________________, to enter Executive Session to discuss fiscal and employment matters relating to particular persons.

_____ Yes          _____ No          _____ Abstain                Carried:

Time: _______________________

Motion by _______________________, seconded by _______________________, to adjourn Executive Session.

_____ Yes          _____ No          _____ Abstain                Carried:

Time: _______________________

16. ADJOURN MEETING

If the Board approves, the following suggested motion is in order: Motion made by _______________________, seconded by _______________________, that the Regular Meeting be adjourned.

Time: _______________________

_____ Yes          _____ No          _____ Abstain                Carried:
9. PERSONNEL – INSTRUCTION

A. Creation of Positions

Create the following anticipated probationary positions for the 2022-2023 school year:

(1) 1.0 Speech and Language Pathologist
(1) 1.0 Teaching Assistant

B. Retirements

1. Name: Patrick Kelley  
   Position: Visual Arts Teacher  
   Location: Colonie Central High School  
   Effective Date: June 30, 2023  
   Years of Service: 33+ years (1989-2023)

2. Name: DeLynn Wickham  
   Position: Foreign Language (Spanish) Teacher  
   Location: Sand Creek Middle School  
   Effective Date: July 1, 2023  
   Years of Service: 32+ years (1990-2023)

C. Resignations

1. Name: Jennifer Audi  
   Position: Teaching Assistant  
   Location: Lisha Kill Middle School  
   Effective Date: December 2, 2022  
   REVISED:  
   Reason: Personal

2. Name: Andrea Roberts  
   Position: Teaching Assistant  
   Location: Roessleville Elementary School  
   Effective Date: January 6, 2023  
   Reason: Personal

D. Appointments

1. Name: Ashley Cohen  
   Type: Probationary – 4 Year  
   Teaching Area: Speech and Language Pathologist  
   Location: Forest Park/Weeder/Shaker Road/Saddlewood and Roessleville Elementary Schools  
   Effective Date: January 16, 2023  
   Salary: Schedule II, Step 4, as per the SCTA Contract (pro-rated)  
   Education: B.S. and M.S. from Nazareth College  
   Certification: Professional as Speech and Language Pathologist
### 2. Name: Katie Reilly  
**Type:** Probationary – 4 Year  
**Teaching Area:** Speech and Language Pathologist  
**Location:** Colonie Central High School  
**Effective Date:** January 9, 2023  
**Salary:** Schedule II, Step 3, as per the Scta Contract (pro-rated)  
**Education:** B.A. and M.S. from The College of St. Rose  
**Certification:** Professional in Speech and Language Pathologist

### 3. Name: Stephanie DiPalma  
**Type:** Probationary – 4 Year  
**Tenure Area:** Teaching Assistant  
**Location:** Lisha Kill Middle School  
**Effective Date:** January 3, 2023  
**Salary:** As per the SCTA TA Contract (pro-rated)  
**Education:** B.A. from Russell Sage College and M.A. from SUNY Albany  
**Certification:** Teaching Assistant, Level 1

### 4. Name: Heather Orwkis  
**Type REVISED:** Probationary – 4 Year  
**Tenure Area:** Teaching Assistant  
**Location:** Forest Park Elementary School  
**Effective Date:** September 1, 2022  
**Salary:** As per the SCTA TA Contract  
**Certification:** Teaching Assistant, Level 1

### E. Temporary Appointment

**1. Name:** Deborah Sharpe-DeFries  
**Type:** Temporary Per Diem  
**Tenure Area:** Administrator  
**Location:** District Wide  
**Effective Date:** December 3, 2022  
**Ending Date:** June 30, 2023  
**Salary:** Daily Rate as per attached confidential sheet  
**Education:** B.A. and M.A. from The College of St. Rose  
**Certification Status:** Permanent in School District Administrator

### F. Increase of Appointments

**1. Name:** Krista Jiampetti  
**Teaching Area:** Reading/Literacy  
**Location:** Lisha Kill Middle School  
**Increase:** .20  
**Effective Dates:** December 2, 2022 to December 22, 2022
2. Name: Meghan Pannone  
   Teaching Area: Social Studies  
   Location: Colonie Central High School  
   Increase: .60  
   Effective Dates: October 20, 2022 to November 11, 2022

G. **Long-Term Substitutes**

1. Name: Michael Aniolek  
   Type: Long-Term Substitute  
   Teaching Area: Music Teacher  
   Location: Colonie Central High School/Veeder Elementary and Lisha Kill Middle School  
   Effective Date: December 14, 2022  
   Salary: Schedule I, Step 1; As per the SCTA Contract (pro-rated)  
   Education: B.M. from Boston University and M.M. from University of Colorado

2. Name: Catharine Olsen  
   Type: Long-Term Substitute  
   Teaching Area: Reading Teacher  
   Location: Lisha Kill Middle School  
   Effective Date: November 16, 2022  
   Salary: Schedule I, Step 1; As per the SCTA Contract (pro-rated)  
   Education: B.A. from Marywood College and M.A. from SUNY Albany  
   Certification: Permanent Reading Teacher

3. Name: Marc Bachorik  
   Type: Long-Term Substitute  
   Teaching Area: Music Teacher  
   Location: Colonie Central High School  
   Effective Date: January 3, 2023  
   Salary: Schedule I, Step 1; As per the SCTA Contract (pro-rated)  
   Education: B.M. from St. Rose and MEd from Walden University  
   Certification: Permanent Music Teacher

H. **Substitute Teachers**

*Approve* substitute teachers on the attached list for regular appointments.

I. **RTI/MTSS Coordinator– 2022-23 School Year**

*Approve* per Policy 9290:

Jennifer Wells
J. Cafeteria Supervision for the 2022-23 School Year

**Rescind** the following previously approved position at the approved rate of compensation effective December 9, 2022:

**Lisha Kill Middle School**
Kellie Gaffney 1.0

**Revise** the following previously approved position at the approved rate of compensation effective December 7, 2022:

**Lisha Kill Middle School**
Jessica LeFex .50 to 1.0

**Appoint** the following previously approved position at the approved rate of compensation effective December 9, 2022:

**Lisha Kill Middle School**
Gina Mooney 1.0

K. Study Hall Supervision for the 2022-23 School Year

**Revise** the following previously approved position at the approved rate of compensation effective September 22, 2022:

**Lisha Kill Middle School**
Janae Vanderpoel .50 to 1.0

**Revise** the following previously approved position at the approved rate of compensation effective December 7, 2022:

**Lisha Kill Middle School**
Janae Vanderpoel 1.0 to .50

**Appoint** the following previously approved position at the approved rate of compensation effective December 7, 2022:

**Lisha Kill Middle School**
Gina Mooney 1.0
L. Co-Curricular – 2022-23 School Year

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

**Lisha Kill Middle School**

Hip Hop Club  Tracy Stark  1.0

M. Personal Care Assistant for the 2022-23 School Year

*Appoint* the following Personal Care Assistant (IEP-Driven) per the Board of Education Policy 9290 effective December 12, 2022:

Marisa White  Special Education Teacher  1.0  FP
10. PERSONNEL – SUPPORT

A. Retirement

1. Name: Catherine Carney  
   Position: Account Clerk  
   Effective Date: July 1, 2023  
   Years of Service: 2002-2023

B. Termination

1. Name: Tyquazia Gause  
   Position: Probationary School Monitor (.81)  
   Effective Date: January 4, 2023

C. Resignations

1. Name: Theresa Roemer  
   Position: School Monitor (.81)  
   Location: Colonie Central High School  
   Effective: December 19, 2022  
   Reason: Accepted another position within the District

2. Name: John Fine Jr.  
   Position: Building Maintenance Mechanic  
   Location: District Wide  
   Effective: December 23, 2022  
   Reason: Accepted a position outside of the District

D. Appointments

1. Name: Rhiannon Cramer  
   Position: Provisional Senior Keyboard Specialist (12 month)  
   Effective: December 8, 2022  
   Salary: Schedule D, Job Rate, per CSEA Contract  
   Hours: 7.5 hours per day  
   Current Location: Colonie Central High School  
   Probationary Period: December 8, 2022 through June 8, 2023

2. Name: Edward Caouette  
   Position: Break-in Bus Driver  
   Effective: November 7, 2022  
   Salary: $19.00 per hour
<table>
<thead>
<tr>
<th></th>
<th>Name</th>
<th>Position</th>
<th>Effective</th>
<th>Salary</th>
<th>Hours</th>
<th>Current Location</th>
<th>Probationary Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>Theresa Roemer</td>
<td>Probationary Keyboard Specialist (10 months)</td>
<td>December 19, 2022</td>
<td>Schedule A, Start Rate per CSEA Contract</td>
<td>7.0 hours per day</td>
<td>Colonie Central High School</td>
<td>December 19, 2022 through June 19, 2023</td>
</tr>
<tr>
<td>4</td>
<td>Karen Sasso</td>
<td>Provisional Account Clerk I</td>
<td>December 27, 2022</td>
<td>Schedule D, Job Rate per CSEA Contract</td>
<td>7.0 hours per day</td>
<td>Colonie Central High School</td>
<td>December 27, 2022 through June 27, 2023</td>
</tr>
<tr>
<td>5</td>
<td>Kelly Muia</td>
<td>Permanent School Nurse</td>
<td>January 3, 2023</td>
<td>Schedule S per CSEA Contract</td>
<td>7.0 hours per day</td>
<td>Colonie Central High School</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>William Mielke</td>
<td>Probationary School Bus Driver (.63)</td>
<td>December 19, 2022</td>
<td>$19.58 per hour per CSEA Contract</td>
<td>5.0 hours per day</td>
<td>Bus Garage</td>
<td>December 19, 2022 through June 19, 2023</td>
</tr>
<tr>
<td>7</td>
<td>Edward Giovannetti</td>
<td>Probationary School Bus Driver (.75)</td>
<td>December 22, 2022</td>
<td>$19.58 per hour per CSEA Contract</td>
<td>6.0 hours per day</td>
<td>Bus Garage</td>
<td>December 22, 2022 through June 22, 2023</td>
</tr>
<tr>
<td>8</td>
<td>Robin Wranesh</td>
<td>Clerical Substitute</td>
<td>December 27, 2022</td>
<td>$15.00 per hour</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Edward Caouette</td>
<td>Substitute School Bus Driver</td>
<td>December 28, 2022</td>
<td>$19.58 per hour</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
E. Change of Appointment

1. Name: Michelle Ziegler  
   Position: Permanent Senior Account Clerk  
   Effective: December 9, 2022  
   Salary: Schedule E per UPSEU Contract  
   Hours: 7.5 hours per day  
   Current Location: District Office

F. Change of Hours

Effective December 7, 2022:

Yvette Nadeau  School Bus Driver  
5.5 hour per day to 6.0 hour per day

G. Change of Title

Name: Brian Sim  
Position: Assistant Transportation Director to Senior Assistant Transportation Director  
Effective: January 1, 2023  
Salary: Per attached confidential salary sheet  
Hours: 8.0 hours per day  
Current Location: Bus Garage

H. Leave of Absence

1. Name: Christine Blackman  
   Position: School Monitor (.88)  
   Type: Non-paid personal leave  
   Effective: December 19, 2022 – March 1, 2023