Gilbertsville-Mount Upton Central School Board of Education

Regular Meeting

11 June 2025

Cafeteria

Members present at the start of the meeting were President, Jeremy Pain, Vice-President, Jed Barnes, Sean Barrows, Whitney Talbot, Brenda Friedel, Christopher Ostrander, and Lori Peck.

District Clerk Donna Dean was absent.

Others present were Superintendent Annette Hammond, District Treasurer Dorothy Iannello, Principal Heather Wilcox, and two guests.

The meeting was called to order at 6:00 P.M. by President Pain, who led the Pledge of Allegiance. — ORDER

Vice-President Jed Barnes arrived at 6:03 P.M.

The Superintendent and Principal provided the following Positive Highlights: — POSITIVE HIGHLIGHTS

-Sherburne Pageant of Bands – GMU received many awards
-Choral Concert was held.
-End of Year ceremonies – awards night.
-CFES held their year-end expo
-Recognition of Mr. Rhone's tenure that was approved at the last meeting.
-Little Raiders donated new hoops for the small gym.
-Mrs. Hammond recognize Jeremy Pain on his retirement from the Board of Education and thanked him for his support dedication to the GMU school community.

-Course Proposal for 2025-2026 school year, Jeff Rhone — REPORTS
-Capital Project Update, Alan Digsby

-Invo Healthcare, Annette Hammond — INFORMATION FOR MEMBERS
-Regionalization Interim Progress Report, Annette Hammond
-Athletic Fall Signups

Clerk Pro-Tem, Jeremy Pain reminded the board that graduation is on June 27th at 5:30pm. and reminded them of the Re-Organizational meeting on July 1 at 6:00pm.

No topics raised from the floor. — PUBLIC COMMENT

Minutes from the 13 May 2025 regular meeting were — MINUTES

unanimously approved on a motion by Talbot, seconded by Ostrander. For the motion seven, opposed none. Motion carried.

Minutes from the 20 May 2025 special meeting were unanimously approved on a motion by Barrows seconded by Ostrander. For the motion seven, opposed none. Motion carried.

Minutes from the 22 May 2025 special meeting were unanimously approved on a motion by Peck seconded by Talbot. For the motion seven, opposed none. Motion carried.

Minutes from the 02 June 2025 special meeting were unanimously approved on a motion by Talbot seconded by Barrowsd. For the motion seven, opposed none. Motion carried.

The proposed 11 June 2025 Regular Consent Agenda was unanimously adopted on a motion by Ostrander, seconded by Friedel. For the motion seven, opposed none. Motion carried. AGENDA

Board Member Friedel made the motion, seconded by Board Member Barrows, RESOLVED: Upon the recommendation of the Superintendent of Schools, to accept/approve the 11 June 2025 CSE/CPSE Consent Agenda. For the motion seven, opposed none. Motion carried. CSE/CPSE CONSENT AGENDA

Board Member Peck made the motion, seconded by Board Member Talbot, RESOLVED: Upon the recommendation of the Superintendent of Schools, to accept/approve the 11 June 2025, Financial Consent Agenda. For the motion seven, opposed none. Motion carried. FINANCIAL CONSENT AGENDA

Financial Reports
To accept the financial reports for May 2025.

Transfers of 2024-2025 Year End Fund Balance
To approve the authorization for the transfer of available funds from the 2024-2025 school year, an amount not to exceed $150,000 to the Retirement Contribution Reserve Fund. The purpose of these funds is for future NY State and Local Employees' Retirement payments.

To approve the authorization for the transfer of available funds from the 2024-2025 school year, an amount not to exceed $150,000 to the Teacher's Retirement (sub-fund). The purpose of these funds is for future Teacher

Retirement payments.

Authorization for the Withdraw and Appropriation of Reserves
To approve the authorization for the withdrawal and appropriation for the 2025-2026 school year of $100,000 from the Retirement Contribution Reserve Fund (ERS) to pay for a portion of employer's share of the NY State and Local and Local Employees' Retirement contributions and $100,000 from the Teachers' Retirement Reserve (sub-fund) to pay for a portion of employer's share of Teachers' Retirement contributions.

Donation
To accept the donation of two adjustable basketball hoops, valued at $6,114.00, for the small gymnasium from Little Raiders Youth Sports Organization.

PERSONNEL CONSENT AGENDA

Board Member Barrows made the motion, seconded by Board Member Friedel, RESOLVED: Upon the recommendation of the Superintendent of Schools, to accept/approve the 11 June 2025, Personnel Consent Agenda. For the motion seven, opposed none. Motion carried.

Substitute Bus Driver
To appoint William Ostrander as a substitute bus driver, effective May 29, 2025

Substitutes
To appoint Connor Ogborn as a long-term substitute Math teacher, effective September 1, 2025 through June 30, 2026.

To appoint Jillian Parascandola as a long-term substitute school counselor, effective September 1, 2025 through June 30, 2026.

To appoint Nathan Crews as a non-certified teacher substitute and aide substitute, effective May 19, 2025.

Resignations
To accept the resignation of Pamela Cooke, Math teacher, effective June 30, 2025.

To accept the resignation of Heather Wilcox, Prek-12 Principal, effective July 24, 2025.

To accept the resignation of Nicholas Ruff, ELA teacher, effective June 30, 2025.

To accept the resignation of Lisa Ruland, school counselor, effective June 30, 2025.

Secondary Social Studies Teacher
To appoint Ryan Costin as a full-time secondary Social Studies teacher effective 01 September 2025, beginning at Step 1 of the current GMUTA contract. Upon the recommendation of the Superintendent, the following probationary appointment is hereby made:
Name of appointee: Ryan Costin
Tenure area: Social Studies Teacher
Date of commencement of probationary service: 01 September 2025
Expiration date of appointment: 30 June 2029
Certification Status: Social Studies 7-12, Initial

Secondary ELA Teacher
To appoint Aimee Piedmont as a full-time secondary ELA teacher effective 01 September 2025, beginning at Step 15 of the current GMUTA contract. Upon the recommendation of the Superintendent, the following probationary appointment is hereby made:
Name of appointee: Aimee Piedmont
Tenure area: ELA Teacher
Date of commencement of probationary service: 01 September 2025
Expiration date of appointment: 30 June 2029
Certification Status: ELA 7-12, Initial

Summer Cleaner Workers
To approve summer workers for the summer of 2025, pending paperwork submission. Compensation is set at minimum wage, 20 hours per week for 8 weeks. The program will run from July 1, 2025 through August 27, 2025. Workers include: Pacey Belnke, Payton Belnke, Caden Champion, and Carter Simonds.

Summer Help Monitor
To approve Maiya King as Summer Help Monitor for the summer of 2025, 20 hours per week for 8 weeks, at minimum wage,, from July 1, 2025-August 23, 2025.

Retirement
To accept the retirement of Dorothy Iannello as an District Treasurer, effective end of day November 28, 2025, with regret and gratitude for her years of service.

Tenure Extension
To approve the extension of Mackenzie Radke’s tenure period from September 1, 2025 to October 3, 2025.

Secondary Math Teacher
To appoint Tracey Dudley as a full-time secondary Math teacher effective 01 September 2025, beginning at Step 5 of the current GMUTA contract. Upon the recommendation of the Superintendent, the following probationary appointment is hereby made:
Name of appointee: Tracey Dudley
Tenure area: Math Teacher
Date of commencement of probationary service: 01 September 2025
Expiration date of appointment: 30 June 2029
Certification Status: Math 7-12, Initial

Superintendent of Schools
BE IT RESOLVED, that the Board of Education of the Gilbertsville-Mount Upton Central School District hereby appoints Heather Wilcox, 263 Oppermann Road, South New Berlin NY, as Superintendent of Schools for a term commencing July 25, 2025 and ending on June 30, 2029; and

BE IT FURTHER RESOLVED that the Board of Education adopt and authorize as part of the term of appointment all those conditions set forth in the employment agreement with Heather Wilcox dated June 11, 2025; and

BE IT FURTHER RESOLVED that the President of the Board of Education is hereby authorized and directed to execute said employment agreement.

Summer Transportation
To appoint the following individuals as Summer Bus Drivers, effective July 1, 2025 through August 31, 2025, at their 2025-2026 contractual pay rate:
Mark Grabo, David Green, Bruce Zimmer, Stacey Barnes, Joyce Olenick, and Carol Seha.

To appoint the following individuals as Summer Bus Monitors, effective July 1, 2025 through August 31, 2025, at their 2025-2026 contractual pay rate:
Amy Costello, Shari Bennett, Jessica Palmatier.

Amendment
To amend Annette Hammond's retirement end date approved on January 15, 2025, from July 31, 2025 to July 25, 2025.

Board Member Peck made the motion, seconded by Board Member Talbot, RESOLVED: Upon the recommendation

of the Superintendent of Schools, to accept/approve the 11 June 2025 New Items Consent Agenda as amended. For the motion seven, opposed none. Motion carried.

Agreement between Morris Central School District and Gilbertsville-Mount Upton Central School District
To approve the agreement between Morris Central School District and Gilbertsville-Mount Upton Central School District for two GMU students to attend its special education placement for the 2025-2026 school year.

Agreement between Binghamton City School District and Gilbertsville-Mount Upton Central School District
To approve the agreement between Binghamton City School District and Gilbertsville-Mount Upton Central School District for the health and welfare services for one GMU student from September 5, 2024 through June 30, 2025.

RIC One Risk Operations Center
WHEREAS, four (4) BOCES (Onondaga-Cortland-Madison BOCES, Albany-Schoharie-Schenectady-Saratoga BOCES, Madison-Oneida BOCES and Broome-Tioga BOCES) have collaborated and entered into an Article 5 General Municipal Law intermunicipal arrangement for the purpose of improving vendor management and data security and privacy practices for school districts and/or BOCES statewide known as the RIC ONE Risk Operations Center (the "ROC");

WHEREAS, the Board of Education of the Gilbertsville-Mount Upton Central School District through its affiliation with a locally based Regional Information Center, participates with the ROC and desires, for the 2025-2026 fiscal year, to authorize the ROC to enter into Data Privacy Agreements and related exhibits (DPAs) with vendors and third-party contractors that include the requirements of, and compliance with, New York State Education Law Section 2-d and Part 121 Regulations (collectively, "Ed Law 2d") related to student personally identifiable information (PII) and certain Teacher and Principal APPR data;

WHEREAS, the ROC also partners with NYSED, the Access4Learning Student Data Privacy Consortium (SDPC) and The Education Cooperative (TEC), to negotiate and approve Ed Law 2-d compliant DPAs;

WHEREAS, the DPAs are presented to school districts and/or BOCES for final execution and do not require the expenditure of funds beyond those budgeted; and

BE IT RESOLVED, Board of Education of the Gilbertsville-Mount Upton Central School District authorizes the attorneys designated by the ROC to negotiate and approve of DPAs for software and/or technology resources; and,

BE IT FURTHER RESOLVED, the Gilbertsville-Mount Upton Central School District Board of Education grants the ROC and its designated attorneys the authority to negotiate the terms and conditions of DPAs and take such actions so as to effectuate the purposes and intent of this resolution.

Transportation Requests
To approve the following transportation requests to Otsego Christian Academy for the 2025-2026 school year: Sullivan DiGiorgi, Jack DiGiorgi, Annabelle DiGiorgi, Broden Osborne, Elodie Philpott, Natalie Gross, Thomas Hanehan, Margaret Hanehan, Eleanor Hanehan, Juliet Hanehan, Laura Schidzick, and Bailey Lanphere.

To approve the following transportation request to Valley heights Christian Academy for the 2025-2026 school year: Kylee O'Connell

To approve the following transportation request to Holy Family School for the 2025-2026 school year: William Dickey

Arcadis Consulting Services Agreement
To approve the agreement between Arcadis and Gilbertsville-Mount Upton Central School District for consulting services for the 2025 small capital project.

Arcadis Proposal for 2025 Small Capital Project
To approve the proposal for architectural and engineering services from Arcadis for the 2025 small capital project.

BOCES Classroom Rental Agreement
WHEREAS, the District is the owner of real property located at 693 State Highway 51, Gilbertsville, NY 13776 (the "Premises"); and

WHEREAS, the DCMO Board of Cooperative Educational Services ("BOCES") wishes to lease a portion of the Premises from the District in order to facilitate BOCES' provision of educational services; and

WHEREAS, such portion of the Premises is currently not needed for School District purposes; and

WHEREAS, the District and BOCES desire to enter into a lease agreement for such portion of the Premises for a term commencing on September 1, 2025 and expiring June 30, 2026 (the "Lease Agreement"); and

WHEREAS, the Board of Education has determined that the Lease Agreement is in the best interest of the District; and

NOW, THEREFORE, be it resolved as follows:

1. The Board determines that so much of the Premises as being leased to BOCES pursuant to the Lease Agreement is currently not needed for School District purposes and it is in the best interest of the District to lease such property to BOCES for an amount not less than fair market value.
2. The Lease Agreement between BOCES and the District is contingent upon the terms set forth in the agreement.
3. The Lease Agreement is hereby approved and the Superintendent is authorized to execute the same on behalf of the District in substantially the form presented to the Board at this meeting.
4. This resolution shall take effect immediately.

Workplace Violence Prevention Plan
To approve the 2025 Workplace Violence Prevention Plan.

Invo Healthcare Agreement
To approve the agreement between Invo Healthcare and Gilbertsville-Mount Upton Central School District for professional services.

Board Member Barnes made the motion, seconded by Board Member Friedel, RESOLVED: Upon the recommendation of the Superintendent of Schools, to accept/approve the 11 June 2025 New Items Consent Agenda as amended. For the motion seven, opposed none. Motion carried.

NEW ITEMS PROPOSAL
CONSENT AGENDA

No topics raised from the floor.

PUBLIC COMMENT

The board convened in executive session at 7:27 p.m. to discuss matters of personnel with the Superintendent present on a motion by Barrows, seconded by Talbot and

EXECUTIVE SESSION

passed unanimously.

The board reconvened in open session at 8:17 p.m. p.m. on a motion by Peck, seconded by Barrows and passed unanimously.

ADJOURNMENT

The meeting adjourned at 8:18 p.m. on a motion by Talbot, seconded by Peck, and passed unanimously.

_____

Jeremy Pain, Clerk Pro-Tem

"It's the [illegible] of Journey that counts"

Gilbertsville-Mount Upton Central School District

Committee on Special Education

TO: Board of Education

FROM: Larisa Waghorn, Special Education Chair
Lori Heggenstaller, Special Education Chair
Annette Hammond Director of CSE

RE: June 11, 2025

The following were reviewed by the CPSE/CSE/504 Committees at the meetings from March 6, April 10, May 13 through June 11, 2025. The CPSE/CSE/504 Committees recommendations regarding each student are set forth here. The tests, reports, or other information upon which the recommendations are based, and a summary of the discussions, deliberations, and rationale for the recommendations are available upon request.

We hope that this information assists the Board in preparing its agenda to review these recommendations. If there is any further information which may be needed regarding any of these recommendations, please let us know.

693 State Highway 51 • Gilbertsville, New York 13776-1104 • Phone: (607) 783-2207; Fax: (607)783-2254

Interim Progress Report

Template for District Superintendents

Interim Progress Report Due to NYSED by April 1, 2025

Overview & Instructions

The District Superintendent, in collaboration with the component districts, will facilitate the writing of the interim progress report based on data and ideas discussed at the convenings. The interim progress report should feature narrative descriptions of the ***preliminary*** ideas generated by component districts in the region. These reports will provide NYSED with information that could help shape budget and legislative priorities, lead to policy or regulation changes, and prompt the Department to provide new or additional types of support for the planning process.

Interim Progress Report

Name of Sole Supervisory District: DELAWARE-CHENANGO-MADISON-OTSEGO (DCMO) BOCES

A. Progress to Date on Convening Objectives

1. Describe the progress your region has made toward fulfilling the convening objectives. Include information on how many convenings your region has held, attendees, and next steps. As a reminder, the convening objectives are:
    - Building a Shared Understanding
    - Understanding our Regional Data
    - Reflecting on our Strengths, Gaps, and Prospects
    - Reflecting on our Regional Goals, Priorities, and Support Needs
    - Developing a Shared Vision for Regionalization Efforts to Pursue
    - Continuing the Conversation

Contextualizing the regionalization conversation:

Similar to many areas of the state, shared resources and opportunities are not new to the DCMO region. Recent examples of regional collaboration include: Rural Education Collaborative (REC) – a project which brings together leaders from ONC BOCES, DCMO BOCES, and SUNY Oneonta to engage in projects aimed at strengthening and supporting the educator workforce across our region; SUNY Morrisville, County Chamber of Commerce (i.e. business leaders), and public school leaders coming together to build program and opportunity for students, strengthening the workforce development pipeline; shared athletics teams – at least 11 of 16 districts in DCMO participate in shared athletics with another district, both within and outside of our BOCES; one district has experience with a shared superintendent in the past; district have and currently are sharing business office staff/business official; shared teaching staff – districts share teaching staff, at times, in order to ensure certain programs are available to students; tuitioning of students – two districts

recently created a tuitioning agreement for juniors and seniors to provide access and opportunity to coursework; district-based classrooms for special education programming and New Visions programming; transportation supervisor sharing; and the list goes on.

We know, collectively, that while these collaborations of the past have been valuable, provided opportunity for students, and support for districts, it is not enough. The current educational landscape presents significant challenges to districts and regions from fiscal, human capital, and program perspectives. However, we cannot be deterred by the challenges as the educational system, and society in general, require us to do differently and do more. We will meet the challenge.

Current state and notable work to date:

Regionalization analysis and planning work in DCMO BOCES has occurred in three areas to date: within the DCMO BOCES superintendents' group, through engaging in a regional collaboration study with external consultants, and through the Rural Education Collaborative (REC).

The DCMO BOCES superintendents began regionalization conversations in February 2024 as many of the DCMO districts were facing significant, proposed immediate budgetary impacts that also had future-year implications given the Executive proposal unveiled early in the legislative process of the 2024-2025 budget development cycle. In fact, the DCMO superintendents had a retreat in March 2024 solely focused on this topic, including David Frank and Laura Glass on the 2nd day of our retreat who provided information from the Department's perspective, answered questions, and listened. This retreat was the beginning of a conversation that would persist through the spring and summer of 2024, seamlessly setting up the formal regionalization work directed by the Department and reflected in both our regional work within the DCMO superintendents' group and the external consultant regional collaboration study. The following timeline and events provide evidence of the DCMO region's efforts in establishing regional, collaborative priorities:

- March 21-22, 2024: DCMO Superintendents' Retreat, 12 of 16 superintendents attended

  This retreat was solely focused on regional collaboration. Consultant presenters provided information on the power of collaboration, conditions for effective collaboration, and potential outcomes of regional collaboration. In addition, the group learned about regulatory and statutory processes for mergers, consolidations, tuitioning, sharing through inter-municipal cooperatives, etc. David Frank and Laura Glass attended on March 22, leading conversation about regionalization from the Department's perspective, beginning to define what it is and isn't. Furthermore, seeds were planted with superintendents regarding the need for their advocacy around any regulatory language that is an impediment to districts sharing and/or any proposed regulatory changes that could support sharing/collaboration.

- May 2024, August 2024 - December 2024: Regional Collaboration/Optimization Study; 15 of 16 districts & DCMO BOCES participated

  Over the course of several months, the DCMO superintendents engaged in the development and implementation of a regional collaboration/optimization study with external consultants. The DCMO Regional Collaboration Study was an ambitious effort to explore strategic regional collaboration among school districts within the DCMO BOCES service area. A goal of using external consultants was

to take an unbiased, unemotional, "fresh set of eyes" look at what's currently happening across the region and then make recommendations for potential collaborations that could enhance student opportunities and operational efficiencies. The initial proposed work plan has been attached for inclusion with this report.

During October 2024, the project consultants conducted a half-day site visit at each participating school district participating in the study which also included speaking with stakeholders and gathering qualitative and observational data. The consultants also worked to obtain a variety of documents and data from each participating district.

The project experienced some challenges from the outset and subsequently never really hit its full stride. In early January 2025, the decision was made to finish the first phase of the study, but then not move forward with the other pieces. The consultants provided an *Interim Report of Progress* summarizing their work. This study and the associated report did support the DCMO region with respect to understanding our regional data; reflecting on our strengths, gaps, and prospects; reflecting on our regional goals, priorities, and support needs; and developing a shared vision for regionalization efforts to pursue. The *Interim Report* is attached for inclusion with this report.

- DCMO BOCES Superintendents' Group Internal Work

    - October 25, 2024: Convening, 16 of 16 superintendents participated

      Although early in the required process, the DCMO superintendents convened to begin developing a shared understanding of the regionalization process, as well as resources that could be accessed to support the work. They discussed their initial impressions of the strength and needs tool as it related to their district data. The group began considering how we could engage the larger community in the work, ensuring there is an understanding of regionalization within our stakeholder groups. One of the outgrowths of this initial work was several Board of Education presentations in December to expand the conversation around Regionalization and the Grad Measures work. The discussion document from this convening is attached for inclusion with this report.

    - February 27-28, 2025: DCMO Superintendents' Retreat & Convening, 13 of 16 superintendents participated

      The entire retreat was focused on regionalization work. The DS led the workshop and began by level-setting the group with a presentation related to the *NY Inspires* initiative. The superintendents needed to have the concept of the Portrait of a Graduate fresh in their mind, as well the timeline for implementation. A link between the grad measures changes and the regionalization work was created, and a document provided to the superintendents showing how the timelines for both efforts mapped against each other. The presentation to kick off this work session is attached for inclusion with this report.

      The superintendents utilized their strengths & needs tools as the basis of our work at the retreat. Each section of the strength & needs tool would be analyzed, synthesized, and trends

identified. The next step in the process was to prioritize the trends and then begin developing goals and associated action steps to achieve those goals. Ultimately, we are working to develop a strategic multi-year regionalization plan that coincides with the NY Inspires timeline.

The work-flow at the retreat involved an iterative process during which each section of the strength & needs tool was independently considered. For example, we started with the "Academic Domain" of the tool. Based on the data contained in the tools, the group built a common understanding of the data and then worked individually and collectively to reflect on strengths, gaps, and opportunities. The strengths, gaps, and opportunities were collected on a poster. We completed that process for the "Social-Cultural Domain" and then the "Capacity Domain". As such, all participants were able to assert the strengths and needs of their district while working cooperatively with their colleagues to generate commonalities across districts that would be elevated for the region's consideration. Once we did this for each domain, small groups analyzed the collection of strengths, needs, and opportunities to create common clusters of ideas. Each cluster was named/labeled. The groups gallery walked, providing critiques and suggestions for refinement. Ultimately, we had agreement around the clusters and their labels. The last step at the retreat was to begin prioritizing the themes. We mapped the themes on a scale that asked the groups to consider the level of concern of each theme against our sphere of influence/ability to impact. In other words, we were placing the themes within four quadrants determined by high/low level of concern vs. high/low sphere of influence/ability to impact. This process, in essence, began to create a hierarchy of mutually agreed upon priorities for our group.

The last task we were able to accomplish at our retreat was to discuss our ideas and a tentative timeline for engaging stakeholders from outside of our superintendent group and schools. In other words, we are continually thinking about how we will "continue the conversation." The determination was made to invite others such as members of our non-public schools, business community, students, parents, and other members of our school communities to participate in the work. External stakeholders will provide valuable insight and perspective.

- March 28, 2025: Convening, 13 of 16 superintendents participated

  This session was a follow-up to our retreat, intended to maintain the momentum established from the retreat. This session provided an opportunity for review and reflection on our work from the retreat, while also updating a couple of our colleagues that were unable to attend the retreat on the work that was completed. We, furthermore, extended the conversation by beginning to consider, in small groups, goals and action steps aligned to our prioritized trends. We are seeing the emergence of foundational areas of regionalized efforts, building collective commitments across the districts for these goals. We are also challenging each other to think boldly and broadly, considering some immediate goals that are "do-able" while also considering some long-term, larger, and more challenging ideas.

- The Rural Education Collaborative (REC)

This work is certainly worth mentioning from a regional initiative standpoint and I know the three partner agencies and their respective leadership are quite proud of it too! The REC is a collaborative effort between ONC BOCES, DCMO BOCES, and SUNY Oneonta. Catie Huber, DS at ONC, Mike Rullo, DS at DCMO, and Mark Davies, Dean of SUNY Oneonta's School of Education, Human Ecology, and Sports Studies, are co-chairing the REC to lead the efforts of this group.

This endeavor is in the first few years of its development; however, it seems that in the past year, the REC has more clearly defined its purpose, maintained clear focus, and is aimed at successfully implementing some excellent regional work. Beginning with a retreat in August of 2024, the REC members established two priorities as follows: design and implement a region-wide professional development (best practices) day that brings educators from the ONC components, DCMO components, and SUNY Oneonta together for a day of learning and networking; and to utilize the Seal of Civic Readiness as a mechanism to align P-20 programming, with the goal of making the work done in this area a replicable model for subsequent work we will do to ensure program readiness for NY Inspires transitions both now and in the future.

Continuing the conversation and future work:

In summary and in the spirit of brevity, the superintendent leadership within DCMO BOCES will engage in the following as we move forward and in preparation for the final regionalization plan due in October 2025:

- Continue our work within the superintendents' group to finalize our priorities, clearly identify goals, the associated action steps, and timelines for initiating the work.
- Engage our larger community of stakeholders in the regionalization planning and implementation. It is anticipated that we will engage in this work late-spring and into the summer of 2025.
- Continue our work with the REC such that our regional efforts expand beyond our K-12 components and into the P-20 space.

2. Are there any resources or technical assistance you or your region need from NYSED as you continue to engage in this process? (optional)

   We have not identified any resource or technical assistance needs at this point in time.

B. Progress to Date on Core Convening Topics

Describe the insights gained and preliminary ideas your region has generated from the convenings held to date. Include ideas your component districts have had that were/are being considered for each part of the final plan.[1]

[1] The final regional plans will have two parts:

- Part 1: Regional Activity Plan – Items the districts have agreed to work on together, that are completely identified and generated by the local school districts themselves.
- Part 2: Regional Ideas & Recommendations – Items the districts would consider pursuing in their region if they had additional resources, legislative changes, or regulatory changes.

1. **<u>Progress on Learning</u>**: What insights have been gained by component districts in your region, from the convenings held to date?

   a. ***Regional Strengths.*** What regional strengths have been identified? What opportunities, resources, or other supports have your districts discovered are available to your students?

      - There are diverse program offerings available within the region - Ag and Farm-to-School Programs; Technology, Robotics, and Makerspace Programs & Facilities already exist; Community Schools Model is emerging; strong fine arts programs; AP and college-credit courses are available across the region; CTE & workforce development programs are in place – relationships with County Chambers of Commerce.
      - Secondary results on Regents exams and graduation rates tend to be strong across the region. This is something we can build on.
      - Technology is widely available, although internet and cellular coverage can be a barrier outside of school. Distance learning structures could be developed and supported given the infrastructure that currently exists. Bell schedules and other contractual implications would need to be addressed.
      - Willingness to partner with each other; Superintendents are collegial, supportive of one another, and collaborative.
      - Districts are willing to partner for extra-curricular activities and it is resulting in success in many cases – Boards of Ed are supportive of these efforts.
      - Districts are willing to provide space for regional special education classrooms as well as CTE and New Visions efforts that are district-based, but regionally available.
      - Some districts have outstanding facilities which includes available space for new/expanded programming for students.
      - Community support for our schools; strong sense of community identity associated with the school.
      - Excellent relationships with SUNY Oneonta, SUNY Morrisville.

   b. ***Regional Needs.*** What regional gaps or challenges have been identified? What opportunities, resources, or other supports have your districts identified are needed by your students?

      - Enrollment continually on the decline.
      - 3-8 testing ELA and Math results are consistently low.
      - Support for districts with special education students, both in terms of placements and services needed for current students and also in terms of helping districts put MTSS in place to reduce the number of classifications and intensity of services needed for students.
      - Achievement gaps exist for special education and economically disadvantaged students.
      - Availability of certificated/licensed staff is a significant issue; recruitment and retention of qualified staff to offer robust programming for students (pipeline and support issues); this expands into operational and management areas in our districts too.
      - Strengthen the regional relationship with SUNY Delhi.

2. **<u>Emerging Themes</u>**: What preliminary ideas have been generated by component districts in your region, from the convenings held to date?

   a. ***Regional Strengths & Needs.*** What preliminary ideas around creating equitable opportunities for students in your region have component districts come up with so far, to uplift the strengths and address the gaps identified?

- We have expertise within our region, just not enough for every district to have one of each type of expert. For example, we may be able to utilize the literacy experts that some districts have in place to more broadly impact the region, supporting every district.
- Establish a regional literacy initiative, followed by a regional numeracy initiative complete with regional leaders/coaches, well-developed curriculum, instruction, & assessment tools with necessary data systems, interventions and extensions built into the initiative.
- Districts have available space in their buildings to create district-based, regionally available classrooms for students such as special education students. Additional program development and enhancements could be created too, establishing unique programs that currently don't exist or are not available enough to students across the region.
- Develop regional professional learning communities to ensure opportunity and rigor across the region. This will be necessary for teachers and administrators such that we collectively support the professionals in the region.
    - Increase capacity of our staff by ensuring regional structures that support ALL teachers, especially our newest teachers.
- Provide regional support for expanding availability of existing and new graduation seals and endorsements in most districts.
- Increase engagement opportunities for students across the region.

b. ***Stakeholder Engagement.*** What potential roles and contributions have been preliminarily identified for a broader group of stakeholders beyond the component districts?

As indicated earlier in this report, this is an area that needs to be developed and completed. We have a skeletal plan for making that happen. In particular, we are hopeful that our external stakeholders will offer some suggestions to fill some gaps that we had not otherwise identified. Similarly, we may find that our external partners have solutions for program development and the ability to support their development.

c. ***Early Recommendations for the State.*** What should the Department start thinking about, in terms of policy, funding, or other support the region would need in order to uplift their strengths and address their gaps?

- Determining structures and financial incentives for the exploration and development of regional staffing models, to include practitioners from all content areas, could be a significant support for districts in building new, more equitable opportunities.
- Consider models that allow a more diversified workforce to be able to provide learning experiences for our students that are unique and motivating. Many of our communicates are littered with people that have unique backgrounds and talents that could significantly enhance the learning environment, but are deterred from working in schools because of the many obstacles that exist.
- Some of the districts in the DCMO region have very low state aid ratios due to the property wealth that exists in the district. This is often not reflective of the 12-month residents of those districts. As such, creating opportunities that enhance the aid districts receive when they establish a partnership with another district could promote more motivation for regionalized approaches in both academic, administrative, and operational endeavors.
- Incentivizing the development of "magnet schools" or "career academies" and supporting the enrollment of students in these programs to promote the viability and success of the programs within regions could be an attractive way to enhance and/or repurpose

buildings/districts. This could promote a new identity for a district/school while also establishing opportunities for students within a region that don't currently exist.

C. Additional Thoughts and Comments

Please share any additional thoughts or comments your region feels are pertinent to include in the interim progress report (optional).

Anecdotal feedback from component leadership regarding the strength and needs tool indicates significant benefit from districts in having to conduct a thorough analysis of their district. This was particularly valuable for those new to their leadership position in the respective district (especially for new superintendents), but benefits and new learning occurred even for those that have been the superintendent in their district for many years (10+ years). Furthermore, this process has promoted collaboration and engagement amongst district leadership that is different from the type of work these positions/individuals have engaged in previously. Superintendents have acknowledged the challenges inherent in this work, but are appreciative of the collective efforts and the possibilities emerging for elevating the practices, and ultimately the opportunities, within our region. Lastly, Boards of Education have begun to engage in this work a bit differently too. While considering the shifts contained in the *NY Inspires* work, Boards quickly make the leap to the concept of regionalization as a means to ensuring all students are able to experience robust learning opportunities aimed at fulfilling the components of the Portrait of a Graduate. In short, it's an exciting time in education and this work has already resulted in engagement and brainstorming that is sure to enhance the educational experiences of our region's students, setting them on the pathway to future success!

Course Proposal for 2025-26 School Year

Instructor: Jeffrey Rhone

Course Title: Living the Portrait

Schedule: Daily or Alternating Days (would modify schedule)

Course Description: Students would be introduced to famous and not so famous people that exemplify the traits of the Portrait of a Graduate. Our hope is that students will consider their own path and connect to the paths of others in a way that helps them decide how they can contribute to the world. This course requires students to keep an ongoing portfolio in which they collect examples throughout the year of the Portrait traits. They will participate in 7 mini implementations throughout the year and end they year with a final product of their choosing that allows them to demonstrate their favorite trait in the school or larger community.

Projected Schedule

Week one would be a lecture/discussion as students examine the lives and habits of people that demonstrate the theme of the unit. Students would find their own examples in week two and present their findings to the class on Thursday. Friday of week two of each unit is a class discussion to brainstorm ideas for highlighting or implementing the traits. Week three would be that implementation.

GILBERTSVILLE-MOUNT UPTON CENTRAL SCHOOL STUDENT ACCOUNTS

05/01/2025 through 05/31/2025

ACTIVITY	ADVISOR	TREASURER	BEGINNING BALANCE	PAYMENTS	DEPOSITS	ENDING BALANCE
Class of 2025 (Seniors)	Lisa Ruland		$4,079.41	$ 285.00		$ 3,794.41
Class of 2026 (Juniors)	Larisa Waghorn & Kaitlyn Wood		$9,074.59			$ 9,074.59
Class of 2027 (Sophomores)	Raquel Norton		$4,851.82			$ 4,851.82
Class of 2028 (Freshman)	Shania Speenburgh		$3,545.44			$ 3,545.44
Class of 2029 (8th Grade)	Linda Dickey		$2,852.30			$ 2,852.30
Class of 2030 (7th Grade)	Shania Speenburgh		$3,687.26	$ 1,098.00	$ 2,198.00	$ 4,787.26
Theatre Club (Drama)	Jackie Turnbull		$5,277.03	$ 106.43	$ 2,109.00	$ 7,279.60
7-8 Student Council	Kaitlyn Woods		$4,244.06	$ 920.17		$ 3,323.89
9-12 Student Council	Shania Speenburgh		$1,547.03			$ 1,547.03
Elementary Student Council	Alicia Cummings		$4,884.35	$ 212.74		$ 4,671.61
Band Fund	William Gilchrest		$1,881.80	$ 53.65	$ 2,988.15	$ 4,816.30
Chorus Fund	Anne Monaco		$1,998.29			$ 1,998.29
National Honor Society	Raquel Norton		$1,603.28	$ 400.00		$ 1,203.28
SADD	Jillian Parascandola		$2,156.43	$ 750.00		$ 1,406.43
Safey Patrol Special	Shari Bennett		$0			$ -
Safety Patrol	Shari Bennett		$4,118.93	$ 2,933.79	$ 4,496.32	$ 5,681.46
Yearbook	Zea Beckwith		$6,431.59	$ 969.22	$ 14.31	$ 5,476.68
Acceptance Alliance (GSA)	Ashley Hughes & Lisa Ruland		$264.98			$ 264.98
Leadership Club (NJHS)	Rebecca Fuller		$ -			$ -
Language Club			$448.74			$ 448.74
Women For A Change			$872.04			$872.04
Cheerleaders			$253.13			$ 253.13
DUE TO OTHER FUNDS			$ -			$ -
SALES TAX	SALES TAX		$354.30			$ 354.30
		TOTALS	$64,426.80	$ 7,729.00	$ 11,805.78	$ 68,503.58

SUBMITTED BY: REVIEWED BY:

Gilbertsville-Mount Upton Central School District
Community Bank and NYCLASS Bank Accounts
Monthly Treasurer's Report
May 1, 2025 through May 31, 2025

Cash Activity	General Community Interest	Cafeteria Community Interest	T & A Community Interest	Payroll Community Interest	Federal Community Interest	Student Interest	General MMA Comm Bank NYCLASS Interest	Capital Res NYCLASS Interest	Debt Res NYCLASS Interest	EBALR Res NYCLASS Interest	ERS Res NYCLASS Interest	Unemploy-ment-NYCLASS Interest	Liability Res NYCLASS Interest	Capi.Savings/Ckg Comm Bank NYCLASS Interest
Beginning Bal.	$ 210,061.34	$ 37,876.42	$ 63,202.89	$ 654.50	$ 22,887.94	$ 64,426.80	$ 2,957,160.36	$ 1,503,403.80	$ 352,976.55	$ 693,910.56	$ 818,873.22	$ 247,773.37	$ 237,583.19	$ 443,010.96
Cash Receipts	$ 1,493,029.18	$ 26,205.38	$ 362,560.01	$ 241,921.83	$ 67,722.74	$ 11,805.78	$ 509,415.53	$ 5,302.35	$ 1,244.91	$ 2,447.31	$ 2,638.46	$ 873.87	$ 837.92	$ 4,866.70
Other Adjust.														
TOTAL BEG BAL & CR	$ 1,703,090.52	$ 64,081.80	$ 425,762.90	$ 242,576.33	$ 90,610.68	$ 76,232.58	$ 3,466,575.89	$ 1,508,706.15	$ 354,221.46	$ 696,357.87	$ 821,511.68	$ 248,647.24	$ 238,421.11	$ 447,877.66
Cash Disburse.	$ 1,367,634.42	$ 27,601.91	$ 361,883.49	$ 241,921.46	$ 50,345.58									$ 35,041.74
Other Adjust.														
TOTAL CD & ADJ	$ 1,367,634.42	$ 27,601.91	$ 361,883.49	$ 241,921.46	$ 50,345.58	$ 7,729.00	$ 625,000.00					$ -	$ -	$ 35,041.74
Cash Balance End of Month	**$ 335,456.10**	**$ 36,479.89**	**$ 63,879.41**	**$ 654.87**	**$ 40,265.10**	**$ 68,503.58**	**$ 2,841,575.89**	**$ 1,508,706.15**	**$ 354,221.46**	**$ 696,357.87**	**$ 821,511.68**	**$ 248,647.24**	**$ 238,421.11**	**$ 412,835.92**

Reconciliation W/Bank Records	General Community	Cafeteria Community	T & A Community	Payroll Community	Federal Community	Student Community	General MMA NYCLASS/COMM	Capital Res NYCLASS	Debt Res NYCLASS	EBALR NYCLASS	ERS Res NYCLASS	Unemploy-ment-NYCLASS	Liability Res NYCLASS	Cap Savings/Ckg NYCLASS/COMM
							$ 2,246,038.49							
Balance Per Bank	$ 382,008.29	$ 36,479.89	$ 65,266.47	$ 1,368.68	$ 40,391.10	$ 71,473.86	$ 795,537.40	$ 1,508,706.15	$ 354,221.46	$ 696,357.87	$ 621,511.68	$ 248,647.24	$ 238,421.11	$ 294,476.27
Bank Error														$ 128,273.89
Outstanding Checks	$ 46,552.19	$ -	$ 1,387.06	$ 713.81	$ 126.00	$ 2,970.28	$ 200,000.00				$ 200,000.00			$ 9,914.24
Other Adjust.														
Available Cash Balance	**$ 335,456.10**	**$ 36,479.89**	**$ 63,879.41**	**$ 654.87**	**$ 40,265.10**	**$ 68,503.58**	**$ 2,841,575.89**	**$ 1,508,706.15**	**$ 354,221.46**	**$ 696,357.87**	**$ 821,511.68**	**$ 248,647.24**	**$ 238,421.11**	**$ 412,835.92**

This is to Certify that the above cash balances are in agreement with bank balances.

DOROTHY L. IANNELLO, DISTRICT TREASURER

Received by the Board of Education and Entered as part of the minutes of the Board of Education on June 11, 2025

DONNA DEAN, CLERK OF THE BOARD OF EDUCATION

Gilbertsville-Mt. Upton CSD

Appropriation Status Detail Report By Function From 7/1/2024 To 5/31/2025

Account	Description	Budget	Adjustments	Adj. Budget	Expensed	Encumbered	Available
A 1010.400	BOE - CONTRACTUAL	6,000.00	523.00	6,523.00	4,620.18	0.00	1,902.82
A 1010.450	BOE - SUPPLIES	250.00	388.06	638.06	638.06	0.00	0.00
A 1010.490	BOCES-STAFF DEV-SUPER EVAL	4,480.00	95.00	4,575.00	4,061.61	513.39	0.00
A 1040.400	CONF/ELECTION OFFICIALS	750.00	104.24	854.24	854.24	0.00	0.00
A 1040.450	BOARD CLERK-SUPPLIES	150.00	-104.24	45.76	0.00	0.00	45.76
A 1060.400	LEGAL ADVERTISING	2,500.00	-353.34	2,146.66	1,524.78	204.22	417.66
A 1240.150	SUPERINTENDENT-SALARY	162,402.00	600.10	163,002.10	145,113.12	17,888.98	0.00
A 1240.160	SUPERINTENDENT SECRETARY	61,583.00	0.00	61,583.00	56,844.48	4,738.52	0.00
A 1240.400	DO - CONTRACTUAL	6,250.00	2,643.73	8,893.73	8,893.73	0.00	0.00
A 1240.450	DO - SUPPLIES	1,000.00	556.86	1,556.86	1,212.51	344.35	0.00
A 1310.160	BO - NON INSTRUCTIONAL	132,486.00	0.00	132,486.00	120,252.24	12,210.02	23.74
A 1310.400	BO - CONTRACTUAL	5,000.00	4,748.67	9,748.67	7,382.02	749.00	1,617.65
A 1310.450	SUPPLIES	100.00	398.20	498.20	493.68	0.00	4.52
A 1310.490	BOCES-PAYROLL SERVICE	110,000.00	-1,000.00	109,000.00	96,305.60	9,209.25	3,485.15
A 1320.400	AUDITOR SERVICES	20,000.00	-500.00	19,500.00	19,500.00	0.00	0.00
A 1325.160	INTERNAL CLAIMS AUD	1,065.00	0.00	1,065.00	0.00	1,065.00	0.00
A 1325.400	TREAS - CONTRACTUAL	500.00	0.00	500.00	246.56	0.00	253.44
A 1325.450	TREAS - SUPPLIES	480.00	-102.00	378.00	0.00	0.00	378.00
A 1330.160	TAX COLLECTOR-SALARY	3,000.00	0.00	3,000.00	2,769.12	230.88	0.00
A 1330.400	TAX COLLECTOR-NOTICES	3,200.00	-506.16	2,693.84	713.39	0.00	1,980.45
A 1345.490	BOCES - COOP BID	3,015.00	0.00	3,015.00	2,713.19	301.81	0.00
A 1420.400	LEGAL SERVICES	17,500.00	0.00	17,500.00	6,911.17	2,760.00	7,828.83
A 1430.400	ADVERTISING-PERSONNEL	2,500.00	100.00	2,600.00	2,296.04	303.96	0.00
A 1430.400-01	PERSONNEL-FINGER PRINTING	520.00	-247.58	272.42	0.00	0.00	272.42
A 1430.490	BOCES-REC/WC/EPA	55,000.00	6,195.00	61,195.00	54,917.59	6,277.41	0.00
A 1460.400	RECORDS MANAGEMENT	546.00	-125.00	421.00	0.00	0.00	421.00
A 1460.490	BOCES-RECORD MANAGEMENT	18,500.00	3,045.00	21,545.00	19,310.20	2,234.80	0.00
A 1480.490	BOCES - SAFETY	106,000.00	-829.00	105,171.00	94,670.34	10,500.66	0.00
A 1620.160	BLDG MAINT MECHANIC-SALARY	60,000.00	3,294.25	63,294.25	57,323.04	5,971.21	0.00
A 1620.200	MAINT-EQUIPMENT	10,000.00	-4,400.00	5,600.00	3,126.62	0.00	2,473.38
A 1620.400	MAINT-CONTRACTUAL	24,500.00	-453.18	24,046.82	19,063.78	4,983.04	0.00
A 1620.400-05	MAINT-RUGS/MOPS	2,200.00	0.00	2,200.00	1,446.65	178.95	574.40
A 1620.421	MAINT-FUEL OIL	110,000.00	-16,400.00	93,600.00	76,315.00	0.00	17,285.00

Account	Description	Budget	Adjustments	Adj. Budget	Expensed	Encumbered	Available
A 1620.422	MAINT-PROPANE	200.00	0.00	200.00	0.00	0.00	200.00
A 1620.425	MAINT-ELECTRIC	80,000.00	-15,000.00	65,000.00	50,445.99	11,874.57	2,679.44
A 1620.427	MAINT-CLAY/MATERIAL/CRACK	750.00	0.00	750.00	0.00	0.00	750.00
A 1620.428	MAINT-PARTS EQP'T.	5,000.00	0.00	5,000.00	576.33	0.00	4,423.67
A 1620.431	MAINT-TELEPHONE	10,000.00	3,025.65	13,025.65	11,787.45	1,238.20	0.00
A 1620.450	MAINT-SUPPLIES	30,500.00	-251.42	30,248.58	20,478.72	6,160.38	3,609.48
A 1620.450-01	MAINT-SUPPLIES/STAFF/ADVISOR PURCHASES	1,500.00	0.00	1,500.00	699.00	0.00	801.00
A 1620.471	MAINT-SEPTIC	4,500.00	0.00	4,500.00	3,000.00	0.00	1,500.00
A 1620.471-01	MAINT-EXTERMINATOR	1,500.00	0.00	1,500.00	600.00	60.00	840.00
A 1620.472	MAINT-FIRE EXTING	5,000.00	0.00	5,000.00	917.00	144.00	3,939.00
A 1620.474	MAINT-GARBAGE	4,950.00	0.00	4,950.00	2,722.50	247.50	1,980.00
A 1620.474-01	MAINT-HAZARD WASTE DISP	1,500.00	0.00	1,500.00	0.00	0.00	1,500.00
A 1620.475	MAINT-PORT A FACILITIES	1,800.00	0.00	1,800.00	880.00	570.00	350.00
A 1621.160	MAINT-SALARIES	163,262.00	243.50	163,505.50	139,700.82	13,804.68	10,000.00
A 1621.160-21	MAINT-SUMMER HELP	15,000.00	-3,075.40	11,924.60	11,910.00	0.00	14.60
A 1621.160-22	MAINT-OVERTIME	5,000.00	590.95	5,590.95	4,758.90	0.00	832.05
A 1621.400-01	MAINT-HVAC	5,000.00	0.00	5,000.00	0.00	1,500.00	3,500.00
A 1621.400-02	MAINT-TEL.REPAIRS	2,600.00	0.00	2,600.00	0.00	0.00	2,600.00
A 1621.400-03	MAINT-BOILER/MAINTENANCE	5,000.00	0.00	5,000.00	0.00	0.00	5,000.00
A 1621.400-04	MAINT-WATER SYSTEM	3,000.00	9,400.00	12,400.00	6,637.51	762.49	5,000.00
A 1621.400-06	MAINT-HARDWARE REPAIRS	2,000.00	0.00	2,000.00	905.25	0.00	1,094.75
A 1621.400-07	MAINT-MECH./ELECTRICAL REPAIR	10,000.00	-5,000.00	5,000.00	2,383.74	0.00	2,616.26
A 1621.400-08	MAINT-ROOF SCAN/GYM FLOOR	6,500.00	0.00	6,500.00	0.00	0.00	6,500.00
A 1621.400-09	MAINT-ROOF MAINT.	2,000.00	0.00	2,000.00	0.00	0.00	2,000.00
A 1621.400-10	MAINT-CLOCK MAINT.& REPAIR	2,000.00	0.00	2,000.00	0.00	0.00	2,000.00
A 1621.423	MAINT-BCS-AUDITORIUM-PROJ INCIDENTALS	21,000.00	28,368.45	49,368.45	42,735.44	3,883.01	2,750.00
A 1621.429	MAINT-TURF MAINT.	4,350.00	0.00	4,350.00	156.86	1,343.14	2,850.00
A 1621.450	MAINT-FIELD PAINTS	2,300.00	0.00	2,300.00	0.00	0.00	2,300.00
A 1621.450-01	MAINT-BASEBALL INFIELD DIRT	1,600.00	-1,600.00	0.00	0.00	0.00	0.00
A 1621.450-02	MAINT-TOP DRESSING	3,500.00	2,800.00	6,300.00	2,400.00	3,900.00	0.00
A 1622.400	SECURITY - SCHOOL RESOURCE OFFICER (SRO)	68,500.00	-2,770.00	65,730.00	58,980.00	6,500.00	250.00

Account	Description	Budget	Adjustments	Adj. Budget	Expensed	Encumbered	Available
A 1670.450	POSTAGE/PAPER/PC	24,155.00	-2,091.49	22,063.51	17,724.81	3,775.87	562.83
A 1670.490	BOCES-PRINTING/Q-COPY	53,650.00	0.00	53,650.00	42,960.98	10,689.02	0.00
A 1680.490	BOCES-Central Data Processing	85,000.00	87,750.00	172,750.00	153,689.83	19,060.17	0.00
A 1910.400	INSURANCE-DISTRICT LIABILITY	50,745.00	-35,104.60	15,640.40	15,526.95	0.00	113.45
A 1964.400	REFUND-PROPERTY TAXES	1,500.00	-1,000.00	500.00	0.00	0.00	500.00
A 1981.490	BOCES-ADM CHARGES/CAPITAL EXP	227,500.00	-419.00	227,081.00	204,373.33	21,207.67	1,500.00
A 2010.150	CURRICULUM DEVELOPMENT- STIPENDS	1,500.00	0.00	1,500.00	0.00	0.00	1,500.00
A 2010.490	CURRICULUM DEVE & SUPERVISION	0.00	1,221.25	1,221.25	663.75	557.50	0.00
A 2020.150-01	PRINCIPAL-SALARY PRE-K-12	97,944.00	3.95	97,947.95	88,568.40	9,379.55	0.00
A 2020.160	SECRETARIES-HS/ELEM-SALARY	39,290.00	5,637.00	44,927.00	36,732.32	5,194.68	3,000.00
A 2020.160-01	SUB CALLING	3,000.00	0.00	3,000.00	0.00	3,000.00	0.00
A 2020.400	MAIN OFFICE CONTRACTUAL	2,000.00	-1,143.19	856.81	786.95	0.00	69.86
A 2020.450	MAIN OFFICE SUPPLIES	1,500.00	1,470.19	2,970.19	1,896.21	1,073.98	0.00
A 2020.450-00-1	MAIN OFFICE BRIDGING SUPPLIES	500.00	0.00	500.00	0.00	0.00	500.00
A 2020.450-00-2	MAIN OFFICE AWARDS	300.00	0.00	300.00	0.00	0.00	300.00
A 2020.450-00-3	MAIN OFFICE SUMMER SCHOOL	500.00	0.00	500.00	0.00	0.00	500.00
A 2020.451-02	MAIN OFFICE GRADUATION SUPPLIES	1,500.00	0.00	1,500.00	56.54	0.00	1,443.46
A 2020.490	BOCES-STAFF DEVELOPMENT	50,051.00	0.00	50,051.00	40,006.52	10,044.48	0.00
A 2060.490	BOCES-Research,Planning & Evaluation	1,000.00	0.00	1,000.00	914.58	85.42	0.00
A 2070.490	BOCES-IN SERVICE TRAINING	21,500.00	10,235.00	31,735.00	26,938.71	4,796.29	0.00
A 2110.120	SALARIES/K-6	779,383.00	-31,654.46	747,728.54	577,083.39	167,312.83	3,332.32
A 2110.120-01	SALARIES-BRIDGING	2,000.00	-2,000.00	0.00	0.00	0.00	0.00
A 2110.120-02	SALARIES- SUMMER PROGRAM	4,000.00	-4,000.00	0.00	0.00	0.00	0.00
A 2110.130	SALARIES/7-12	782,015.00	-2,804.31	779,210.69	616,675.52	162,535.17	0.00
A 2110.130-12	SALARIES-TUTORING	5,000.00	0.00	5,000.00	613.98	4,386.02	0.00
A 2110.140	SALARIES-SUB TEACHERS	62,200.00	0.00	62,200.00	53,163.85	9,036.15	0.00
A 2110.160	SALARIES-AIDES	143,685.00	-60,000.00	83,685.00	70,588.05	9,971.95	3,125.00
A 2110.160-01	SALARIES-SUB CLERICAL	20,000.00	0.00	20,000.00	13,027.14	6,972.86	0.00
A 2110.200	EQUIPMENT-PREK-12 BUILDING	5,000.00	-5,000.00	0.00	0.00	0.00	0.00
A 2110.200-06-S	STEM Equipment	500.00	0.00	500.00	0.00	0.00	500.00
A 2110.400-08	CONTRACTUAL - ELEM ART	550.00	15.00	565.00	460.61	0.00	104.39
A 2110.400-10	CONTRACTUAL - MUSIC- PREK-12 Bldg	10,000.00	-150.00	9,850.00	5,294.53	551.00	4,004.47
A 2110.400-11	CONTRACTUAL - PREK-12 BLDG.	18,500.00	71,612.19	90,112.19	63,960.86	23,274.00	2,877.33

Account	Description	Budget	Adjustments	Adj. Budget	Expensed	Encumbered	Available
A 2110.400-19	CONTRACTUAL-LANGUAGE	250.00	0.00	250.00	0.00	0.00	250.00
A 2110.401-06-S	STEM - CONTRACTUAL	500.00	0.00	500.00	0.00	0.00	500.00
A 2110.401-08	CONTRACTUAL - HS MUSIC/BAND	0.00	150.00	150.00	150.00	0.00	0.00
A 2110.401-09	CONTRACTUAL - HS TECHNOLOGY	500.00	0.00	500.00	0.00	0.00	500.00
A 2110.401-12	CONTRACTUAL - HS SCIENCE	850.00	0.00	850.00	652.00	0.00	198.00
A 2110.450	SUPPLIES-K	500.00	74.24	574.24	574.06	0.00	0.18
A 2110.450-01	SUPPLIES-1ST GRADE	500.00	0.00	500.00	283.56	0.00	216.44
A 2110.450-02	SUPPLIES-2ND GRADE	500.00	0.00	500.00	371.56	0.00	128.44
A 2110.450-03	SUPPLIES-3RD GRADE	500.00	0.00	500.00	156.19	0.00	343.81
A 2110.450-04	SUPPLIES-4TH GRADE	500.00	0.00	500.00	145.71	0.00	354.29
A 2110.450-05	SUPPLIES-5TH GRADE	500.00	300.00	800.00	118.68	0.00	681.32
A 2110.450-06	SUPPLIES-6TH GRADE	300.00	31.57	331.57	331.57	0.00	0.00
A 2110.450-08	SUPPLIES-ELEM ART	1,600.00	0.00	1,600.00	156.33	0.00	1,443.67
A 2110.450-09	SUPPLIES-ELEM PE	1,000.00	0.00	1,000.00	0.00	0.00	1,000.00
A 2110.450-1	SUPPLIES-PREK-12 BLD	1,525.00	2,804.29	4,329.29	2,029.29	0.00	2,300.00
A 2110.450-10	SUPPLIES-PREK-12 MUSIC	4,000.00	3,440.84	7,440.84	5,581.55	723.69	1,135.60
A 2110.450-14	SUPPLIES-ELEM COMPUTER LAB	100.00	0.00	100.00	0.00	0.00	100.00
A 2110.450-19	SUPPLIES-ELEM AGENDAS	1,000.00	0.00	1,000.00	0.00	0.00	1,000.00
A 2110.450-20	SUPPLIES-PRE-K	500.00	0.00	500.00	0.00	0.00	500.00
A 2110.450-21	READING	250.00	721.54	971.54	881.67	0.00	89.87
A 2110.451	SUPPLIES- HS ENGLISH	500.00	0.00	500.00	190.12	0.00	309.88
A 2110.451-01	SUPPLIES- HS MATH	500.00	0.00	500.00	264.24	0.00	235.76
A 2110.451-02	SUPPLIES- HS SOCIAL STUDIES	300.00	0.00	300.00	105.54	0.00	194.46
A 2110.451-03	SUPPLIES- HS SCIENCE	4,000.00	0.00	4,000.00	2,296.13	0.00	1,703.87
A 2110.451-04	SUPPLIES - HS ART	2,000.00	0.00	2,000.00	1,485.78	0.00	514.22
A 2110.451-05	SUPPLIES - H.S. TECHNOLOGY	4,150.00	1,483.11	5,633.11	3,288.42	2,344.69	0.00
A 2110.451-06	SUPPLIES - H.S. BUSINESS	250.00	0.00	250.00	0.00	0.00	250.00
A 2110.451-06-S	STEM SUPPLIES	4,500.00	0.00	4,500.00	2,370.71	0.00	2,129.29
A 2110.451-08	SUPPLIES - HS MUSIC	0.00	155.76	155.76	155.76	0.00	0.00
A 2110.451-09	SUPPLIES- HS LANGUAGE	250.00	150.00	400.00	399.13	0.00	0.87
A 2110.451-10	SUPPLIES - HS PHYS ED.	1,000.00	0.00	1,000.00	0.00	0.00	1,000.00
A 2110.451-16	SUPPLIES-H.S. HEALTH	300.00	0.00	300.00	0.00	0.00	300.00
A 2110.471	Tuition - Paid to Other Districts	16,000.00	-15,160.00	840.00	0.00	0.00	840.00

Account	Description	Budget	Adjustments	Adj. Budget	Expensed	Encumbered	Available
A 2110.480-1	TEXTBOOKS-DISTRICT WIDE	20,504.00	10,590.03	31,094.03	31,094.03	0.00	0.00
A 2110.490	BOCES/REGULAR SCHOOL	100,000.00	-50,000.00	50,000.00	39,141.95	858.05	10,000.00
A 2250.150	SPEC ED-SALARIES	486,467.00	4,015.41	490,482.41	360,483.89	119,998.52	10,000.00
A 2250.160	SPEC ED-SALARIES	187,082.00	15,769.00	202,851.00	174,234.29	28,616.71	0.00
A 2250.400	SPECIAL ED - CONTRACTUAL	6,000.00	13,678.98	19,678.98	10,197.98	0.00	9,481.00
A 2250.400-05	SPEC ED-TUITION	450,000.00	357,468.01	807,468.01	494,421.12	252,628.70	60,418.19
A 2250.450	SPEC ED-SUPPLIES ELEMENTARY	0.00	10.48	10.48	-432.52	0.00	443.00
A 2250.450-05	SPEC ED-CSE SUPPLIES	3,000.00	547.78	3,547.78	3,547.78	0.00	0.00
A 2250.490	BOCES-SPECIAL EDUCATION	697,000.00	-10,546.97	686,453.03	570,546.44	87,903.56	28,003.03
A 2280.490	BOCES-OC ED	293,000.00	26.00	293,026.00	263,723.75	29,302.25	0.00
A 2330.490	BOCES - DRIVER'S EDUCATION	7,585.00	3,183.90	10,768.90	9,171.10	1,597.80	0.00
A 2610.150	LIBRARIAN-SALARY	71,240.00	374.36	71,614.36	52,409.03	19,205.33	0.00
A 2610.160	LIBRARY AIDES-SALARIES	20,735.00	0.00	20,735.00	15,863.94	4,113.06	758.00
A 2610.450	LIBRARY-SUPPLIES	250.00	-91.03	158.97	24.70	0.00	134.27
A 2610.460	LIBRARY-BOOKS/PERIODICALS	9,000.00	955.72	9,955.72	9,722.05	0.00	233.67
A 2610.490	BOCES-MEDIA SERVICES	52,000.00	2,041.00	54,041.00	48,581.42	5,459.58	0.00
A 2630.150-01	COMPUTER - INSTRUCTIONAL	63,106.00	0.00	63,106.00	56,404.40	4,640.60	2,061.00
A 2630.160-01	COMPUTER - NON-INSTRUCTIONAL	9,000.00	2,525.75	11,525.75	10,025.75	0.00	1,500.00
A 2630.220	COMPUTER HARDWARE K-12	12,000.00	0.00	12,000.00	9,111.45	0.00	2,888.55
A 2630.400	COMPUTER-CONTRACTUAL	6,400.00	0.00	6,400.00	0.00	0.00	6,400.00
A 2630.450	COMPUTER-SUPPLIES	2,500.00	0.00	2,500.00	533.18	21.31	1,945.51
A 2630.460	COMPUTER-SOFTWARE K-12	16,500.00	1,636.04	18,136.04	18,054.04	82.00	0.00
A 2630.490	BOCES - COMPUTER SERVICES	90,000.00	-55,775.00	34,225.00	30,676.40	3,548.60	0.00
A 2810.150	GUIDANCE-SALARY	98,920.00	-6,000.00	92,920.00	68,047.17	23,723.91	1,148.92
A 2810.400-01	GUIDANCE CONTRACTUAL/HS	500.00	220.00	720.00	720.00	0.00	0.00
A 2810.400-02	GUIDANCE-CONTRACTUAL/ES	500.00	-220.00	280.00	0.00	0.00	280.00
A 2810.450	GUIDANCE-SUPPLIES/ES	600.00	0.00	600.00	240.94	0.00	359.06
A 2810.450-01	GUIDANCE-SUPPLIES/HS	350.00	0.00	350.00	86.88	0.00	263.12
A 2815.160	HEALTH OFFICE-SALARIES	57,654.00	1,698.45	59,352.45	45,761.44	13,591.01	0.00
A 2815.400	HEALTH OFFICE-CONTRACTUAL	7,028.00	-1,023.45	6,004.55	6,002.00	0.00	2.55
A 2815.450	HEALTH OFFICE-SUPPLIES	2,550.00	0.00	2,550.00	1,351.02	0.00	1,198.98
A 2816.450	SCREENING-K	215.00	0.00	215.00	0.00	0.00	215.00
A 2820.490	BOCES - PSYCHOLOGIST	29,000.00	-335.00	28,665.00	25,798.50	2,866.50	0.00

Account	Description	Budget	Adjustments	Adj. Budget	Expensed	Encumbered	Available
A 2850.150	MARCHING BAND	3,020.00	0.00	3,020.00	0.00	3,020.00	0.00
A 2850.150-01	EXTRA CHORAL	1,321.00	200.00	1,521.00	200.00	1,121.00	200.00
A 2850.150-02	COLOR GUARD	1,248.00	0.00	1,248.00	0.00	1,248.00	0.00
A 2850.150-03	HS STUDENT COUCIL	1,468.00	0.00	1,468.00	0.00	1,468.00	0.00
A 2850.150-03-1	ES STUDENT COUNCIL	707.00	0.00	707.00	0.00	707.00	0.00
A 2850.150-04	YEARBOOK	1,615.00	0.00	1,615.00	1,049.75	565.25	0.00
A 2850.150-05	DRAMA DIRECTOR	1,248.00	0.00	1,248.00	624.00	624.00	0.00
A 2850.150-05-1	ASST. DIRECTOR/COREOGRAPHER	1,200.00	0.00	1,200.00	725.00	475.00	0.00
A 2850.150-05-2	PIT AND DIRECTOR	725.00	0.00	725.00	725.00	0.00	0.00
A 2850.150-06	MUSICAL DIRECTOR	4,031.00	0.00	4,031.00	4,030.00	1.00	0.00
A 2850.150-08	SAFETY PATROL	587.00	0.00	587.00	0.00	586.00	1.00
A 2850.150-09	CHEERLEADING-V/JV	1,615.00	-1,615.00	0.00	0.00	0.00	0.00
A 2850.150-10	HONOR SOCIETY	907.00	0.00	907.00	0.00	907.00	0.00
A 2850.150-12	SADD	587.00	-1.00	586.00	0.00	586.00	0.00
A 2850.150-13	7TH GRADE	368.00	1.00	369.00	0.00	369.00	0.00
A 2850.150-14	8TH GRADE	440.00	0.00	440.00	0.00	440.00	0.00
A 2850.150-15	9TH GRADE	513.00	0.00	513.00	0.00	513.00	0.00
A 2850.150-16	10TH GRADE	1,765.00	-1.00	1,764.00	0.00	1,764.00	0.00
A 2850.150-17	11TH GRADE	2,053.00	0.00	2,053.00	0.00	2,053.00	0.00
A 2850.150-18	12TH GRADE	2,344.00	1.00	2,345.00	0.00	2,345.00	0.00
A 2850.150-19	NATIONAL JHS	587.00	0.00	587.00	0.00	586.00	1.00
A 2850.150-20	MS STUDENT COUNCIL	783.00	0.00	783.00	0.00	783.00	0.00
A 2850.150-21	JAZZ BAND	1,518.00	1.00	1,519.00	0.00	1,519.00	0.00
A 2850.150-23	LANGUAGE CLUB	569.00	0.00	569.00	0.00	569.00	0.00
A 2850.150-24	MOCK TRIAL	907.00	0.00	907.00	0.00	907.00	0.00
A 2850.150-26	SKI CLUB	535.00	0.00	535.00	0.00	535.00	0.00
A 2850.150-27	GAY/STRAIGHT ALLIANCE	587.00	-1.00	586.00	0.00	586.00	0.00
A 2850.150-28	Women for Change	587.00	0.00	587.00	0.00	587.00	0.00
A 2850.150-29	THEATER ADVISOR	587.00	0.00	587.00	0.00	587.00	0.00
A 2850.150-30	LIGHTS AND SOUND TECHNICIAN	6,000.00	1,500.00	7,500.00	7,500.00	0.00	0.00
A 2850.160-00	STUDENT ACCT TREAS STIPEND	1,500.00	0.00	1,500.00	1,386.00	114.00	0.00
A 2855.150	SOCCER/VARSITY-1/2 EACH	8,624.00	-4,312.00	4,312.00	4,312.00	0.00	0.00
A 2855.150-02	SOCCER/MODIFIED-1/2 EACH	4,142.00	-2,071.00	2,071.00	2,071.00	0.00	0.00

Account	Description	Budget	Adjustments	Adj. Budget	Expensed	Encumbered	Available
A 2855.150-03	BASKETBALL/VARSITY-1/2 EACH	10,766.00	0.00	10,766.00	10,766.00	0.00	0.00
A 2855.150-04	BASKETBALL/JV-1/2 EACH	8,214.00	-6,119.61	2,094.39	0.00	0.00	2,094.39
A 2855.150-05	BASKETBALL/MODIFIED-1/2 EACH	5,870.00	-1,887.35	3,982.65	2,935.00	0.00	1,047.65
A 2855.150-07	BASEBALL/SOFTBALL-VSTY-1/2 EACH	8,140.00	0.00	8,140.00	0.00	8,140.00	0.00
A 2855.150-08	BASEBALL/SOFTBALL-MOD 1/2 EACH	4,142.00	0.00	4,142.00	0.00	4,142.00	0.00
A 2855.150-10	ATHLETIC DIRECTOR	5,539.00	0.00	5,539.00	0.00	5,539.00	0.00
A 2855.150-11	CHAPERONES	3,500.00	3,720.79	7,220.79	6,220.79	0.00	1,000.00
A 2855.150-15	MOD TRACK/ASST VARSITY	2,071.00	2,071.00	4,142.00	0.00	0.00	4,142.00
A 2855.150-16	VARSITY TRACK	4,070.00	0.00	4,070.00	0.00	0.00	4,070.00
A 2855.150-17	TIMERS	1,000.00	602.00	1,602.00	1,234.24	0.00	367.76
A 2855.150-18	Cross Country	4,312.00	-4,103.47	208.53	0.00	0.00	208.53
A 2855.200	ATHLETIC-EQUIPMENT	5,500.00	2,500.00	8,000.00	7,999.99	0.00	0.01
A 2855.400	OFFICIALS/CONTRACTUAL	20,250.00	12,000.00	32,250.00	29,651.03	2,449.22	149.75
A 2855.450	ATHLETIC-SUPPLIES	10,500.00	-8,114.03	2,385.97	1,345.90	0.00	1,040.07
A 2855.490	BOCES-SPORTS COORD	5,500.00	0.00	5,500.00	4,950.00	550.00	0.00
A 5510.160	TRANS-SALARIES	320,314.00	-16,975.00	303,339.00	259,586.67	25,225.33	18,527.00
A 5510.160-01	TRANS-OFFICE SALARIES	11,150.00	0.00	11,150.00	10,655.76	494.24	0.00
A 5510.160-22	TRANS-EXTRA RUNS	14,000.00	7,500.00	21,500.00	18,493.92	0.00	3,006.08
A 5510.160-23	TRANS-SUB RUNS	17,500.00	10,537.50	28,037.50	25,537.50	0.00	2,500.00
A 5510.160-24	TRANS-SUMMER RUNS	8,320.00	-7,768.60	551.40	0.00	0.00	551.40
A 5510.400	TRANS-INSURANCE	13,500.00	-13,200.00	300.00	265.00	0.00	35.00
A 5510.400-01	TRANS-CONF./WKSHOPS/DUES	1,500.00	854.00	2,354.00	2,354.00	0.00	0.00
A 5510.400-02	TRANS-MILEAGE	500.00	-262.91	237.09	0.00	0.00	237.09
A 5510.400-03	TRANS-PAINT/BODY REPAIRS	4,000.00	-159.99	3,840.01	1,689.31	574.05	1,576.65
A 5510.400-04	TRANS-ROUTING SOFTWARE	5,500.00	262.91	5,762.91	5,762.91	0.00	0.00
A 5510.400-05	TRANS-FIRE EXTINGUISHERS	625.00	0.00	625.00	72.00	428.00	125.00
A 5510.400-06	TRANS-DRIVER PHYSICALS	3,500.00	0.00	3,500.00	2,334.00	866.00	300.00
A 5510.400-07	TRANS-COPIER CHARGES	1,366.00	-954.00	412.00	0.00	0.00	412.00
A 5510.400-08	TRANS-PHONE (NOT REPAIRS)	1,000.00	-950.00	50.00	50.00	0.00	0.00
A 5510.400-09	TRANS-CONTRACTUAL	3,500.00	2,357.33	5,857.33	2,360.30	0.00	3,497.03
A 5510.400-10	TRANS-FINGERPRINTING/HEP.B SHOTS	500.00	0.00	500.00	0.00	0.00	500.00
A 5510.450	TRANS-DIESEL	68,500.00	-5,573.00	62,927.00	34,090.18	14,661.84	14,174.98
A 5510.450-01	TRANS-RIMS/TIRES	4,000.00	1,500.00	5,500.00	4,605.60	44.40	850.00

Account	Description	Budget	Adjustments	Adj. Budget	Expensed	Encumbered	Available
A 5510.450-02	TRANS-OIL & GREASE	2,400.00	1,564.44	3,964.44	3,112.53	351.91	500.00
A 5510.450-03	TRANS-OFFICE SUPPLIES	500.00	0.00	500.00	291.19	0.00	208.81
A 5510.450-04	TRANS-CLEANING SUPPLIES	500.00	0.00	500.00	500.00	0.00	0.00
A 5510.450-05	TRANS-POSTAGE	250.00	0.00	250.00	250.00	0.00	0.00
A 5510.450-06	TRANS-JACKETS	700.00	0.00	700.00	0.00	0.00	700.00
A 5510.450-07	TRANS-UNLEADED GASOLINE	30,000.00	-4,000.00	26,000.00	12,408.92	4,287.71	9,303.37
A 5510.450-08	TRANS-PROPANE	6,000.00	0.00	6,000.00	2,791.71	650.00	2,558.29
A 5510.490	BOCES-TRAING/TESTING/TOWERS	8,275.00	0.00	8,275.00	6,386.40	1,888.60	0.00
A 5530.160	MECHANIC/BUS DRIVER-SALARY	49,577.00	2,423.00	52,000.00	48,000.00	4,000.00	0.00
A 5530.160-01	CLEANER/BUS GARAGE-SALARY	41,868.00	1,100.00	42,968.00	37,776.72	5,191.28	0.00
A 5530.200	GARAGE-TRANS. EQP'T. SMALL TOOLS	2,500.00	1,500.00	4,000.00	3,999.00	0.00	1.00
A 5530.200-01	MAINT EQUIP	2,500.00	5,400.00	7,900.00	-3,033.93	7,812.52	3,121.41
A 5530.400	GARAGE-ELECTRIC	30,000.00	0.00	30,000.00	25,000.00	0.00	5,000.00
A 5530.400-01	GARAGE-INSURANCE, PROP & LIAB.	7,500.00	-7,500.00	0.00	0.00	0.00	0.00
A 5530.400-03	GARAGE-HARDWARE REPAIR	1,000.00	0.00	1,000.00	861.14	0.00	138.86
A 5530.400-04	GARAGE-GARBAGE REMOVAL/MOSA	4,000.00	0.00	4,000.00	2,722.50	247.50	1,030.00
A 5530.400-05	GARAGE-SNOW REMOVAL/ICE MELT	17,500.00	11,823.35	29,323.35	28,689.01	0.00	634.34
A 5530.400-06	GARAGE - UNIFORMS	1,000.00	0.00	1,000.00	168.87	0.00	831.13
A 5530.400-07	GARAGE - HEAT	5,000.00	0.00	5,000.00	5,000.00	0.00	0.00
A 5530.400-09	GARAGE - HVAC	2,000.00	0.00	2,000.00	0.00	0.00	2,000.00
A 5530.400-10	GARAGE - RUGS/MOPS	1,000.00	0.00	1,000.00	221.40	0.00	778.60
A 5530.400-11	GARAGE - WATER SYSTEM MAINT.	500.00	3,150.00	3,650.00	2,571.43	836.07	242.50
A 5530.400-12	BUS WASH DISCHARGE	2,500.00	-2,500.00	0.00	0.00	0.00	0.00
A 5530.400-13	GARAGE - PHONE REPAIRS	500.00	0.00	500.00	0.00	0.00	500.00
A 5530.400-14	GARAGE-LIFT INSPECTION	750.00	0.00	750.00	550.00	0.00	200.00
A 5530.400-16	GARAGE-GARAGE DOOR MAINT.	1,000.00	403.99	1,403.99	1,153.99	0.00	250.00
A 5530.450	GARAGE-PARTS	33,024.00	0.00	33,024.00	28,827.30	2,446.96	1,749.74
A 5530.450-01	GARAGE-PARTS(EXTRA)	4,500.00	0.00	4,500.00	2,196.78	0.00	2,303.22
A 5530.450-02	GARAGE-MAINT SUPPLIES	11,000.00	800.00	11,800.00	7,126.52	2,704.41	1,969.07
A 5530.450-03	GARAGE-TRANS. SUPPLIES	1,500.00	1,099.09	2,599.09	1,805.12	334.78	459.19
A 7140.400	SUMMER RECREATION PROGRAM	1,000.00	0.00	1,000.00	500.00	0.00	500.00
A 9010.800	EMPLOYEES RETIREMENT	210,129.00	20,647.00	230,776.00	218,256.00	0.00	12,520.00
A 9020.800	TEACHERS RETIREMENT	293,686.00	-15,129.00	278,557.00	-17,537.00	293,686.00	2,408.00

Account	Description	Budget	Adjustments	Adj. Budget	Expensed	Encumbered	Available
A 9030.800	FICA/MEDICARE-EMPLOYER	349,507.00	-8,588.90	340,918.10	239,483.38	91,533.62	9,901.10
A 9040.800	WORKERS COMPENSATION	40,200.00	-2,725.00	37,475.00	37,475.00	0.00	0.00
A 9050.800	UNEMPLOYMENT BENEFITS	15,000.00	-11,951.72	3,048.28	0.00	0.00	3,048.28
A 9060.800	HEALTH INSURANCE	1,625,000.00	-203,399.17	1,421,600.83	1,227,636.64	130,149.43	63,814.76
A 9070.800	DENTAL INSURANCE	41,429.00	-12,000.00	29,429.00	20,157.15	3,614.39	5,657.46
A 9731.600	BONDS - SCHOOL CONSTRUCTION-PRINCIPAL	895,000.00	0.00	895,000.00	0.00	895,000.00	0.00
A 9731.700	BONDS-SCHOOL CONSTRUCTION-INTEREST	111,800.00	0.00	111,800.00	55,900.00	55,900.00	0.00
A 9770.700	REVENUE ANTICIPATION NOTE (RAN)-INTEREST	2,500.00	0.00	2,500.00	0.00	0.00	2,500.00
A 9901..01	INTERFUND TRANSFER TO SLF	50,000.00	-50,000.00	0.00	0.00	0.00	0.00
A 9950.1	TRANSFER-CAPITAL OUTLAY	100,000.00	0.00	100,000.00	100,000.00	0.00	0.00
A 9950.2	TRANSFER-CAPITAL-BUSES	0.00	491,000.00	491,000.00	491,000.00	0.00	0.00
	Fund ATotals:	**11,385,000.00**	**526,538.33**	**11,911,538.33**	**8,629,265.00**	**2,796,098.41**	**486,174.92**
C 2860.160	SALARIES	126,907.00	0.00	126,907.00	109,644.96	6,701.19	10,560.85
C 2860.200	EQUIPMENT	10,000.00	0.00	10,000.00	3,615.03	0.00	6,384.97
C 2860.409	CONTRACTUAL	4,000.00	0.00	4,000.00	515.00	2,985.00	500.00
C 2860.410	FOOD PURCHASES	133,928.00	-781.29	133,146.71	102,195.27	11,395.05	19,556.39
C 2860.410-1	SURPLUS FOOD	15,000.00	0.00	15,000.00	0.00	0.00	15,000.00
C 2860.450	SUPPLIES	10,000.00	1,612.47	11,612.47	8,032.36	3,580.11	0.00
C 2860.490	BOCES MAINT AGREEMENT	4,250.00	0.00	4,250.00	2,739.71	460.29	1,050.00
C 9030.800	SOCIAL SECURITY	10,000.00	0.00	10,000.00	7,864.58	2,135.42	0.00
C 9060.800	HEALTH INSURANCE	40,000.00	-831.18	39,168.82	0.00	0.00	39,168.82
	Fund CTotals:	**354,085.00**	**0.00**	**354,085.00**	**234,606.91**	**27,257.06**	**92,221.03**
F 1425.150	2024-2025 Title IIA - Instructional	13,277.00	188.00	13,465.00	12,200.56	1,076.44	188.00
F 1625.150	2024-2025 Title IV - Instructional	10,000.00	0.00	10,000.00	7,308.73	2,691.27	0.00
F 2111.150-ES-SER	2020-24 - Instructional Salaries - ESSER	0.00	0.00	0.00	87.09	56.91	-144.00
F 2111.160-ES-SER	2020-24 - Non-Instructional Salaries - ESSER	0.00	0.00	0.00	0.00	660.00	-660.00
F 2111.200-ES-SER	2020-24 - Equipment - ESSER	0.00	12,145.46	12,145.46	30,470.72	0.00	-18,325.26
F 2111.450-ES-SER	2020-24 - Supplies & Materials ESSER	0.00	-3,037.75	-3,037.75	-3,037.75	0.00	0.00
F 2111.800-ES-SER	2020-24 Employee Benefits	0.00	0.00	0.00	773.00	0.00	-773.00

Account	Description	Budget	Adjustments	Adj. Budget	Expensed	Encumbered	Available
F 2114.150-SE	2020-24 - Instructional Salaries - Sum Enr	9,947.39	-8,369.65	1,577.74	1,577.74	0.00	0.00
F 2114.160-SE	2020-24 - Non-Instructional Salaries - Sum Enr	13,237.61	-12,147.02	1,090.59	1,090.59	0.00	0.00
F 2114.450-SE	2020-24 - Supplies and Materials - Sum Enr	5,194.00	20,516.67	25,710.67	25,710.67	0.00	0.00
F 2124.150	2023-2024 Title I, Instructional Salaries	6,098.00	0.00	6,098.00	1,167.48	0.00	4,930.52
F 2124.160	2023-2024 Title I, Non-Instructional Salaries	3,266.00	0.00	3,266.00	0.00	3,266.00	0.00
F 2124.450	2023-2024 Title I, Supplies and Materials	915.00	0.00	915.00	0.00	0.00	915.00
F 2125.150	2024-2025 Title I - Instructional Salaries	97,300.00	-8,325.00	88,975.00	77,660.03	10,814.97	500.00
F 2125.160	2024-2025 Title I - Non-Instructional Salaries	3,396.00	-2,896.00	500.00	0.00	0.00	500.00
F 2125.450	2024-2025 Title I - Supplies & Materials	4,660.00	0.00	4,660.00	3,832.00	0.00	828.00
F 2125.800	2024-2025 Title I - Employee Benefits	14,478.00	19,474.00	33,952.00	33,952.00	0.00	0.00
F 2225.150	2024-2025 TITLE I - SCHOOL IMPROVEMENT GRANT (SIG) - INSTRUCTIONAL SALARIES	1,161.00	0.00	1,161.00	362.88	0.00	798.12
F 2225.400	2024-2025 TITLE I - SCHOOL IMPROVEMENT GRANT (SIG) -CONTRACTIONAL	18,689.00	0.00	18,689.00	0.00	0.00	18,689.00
F 2225.450	2024-2025 TITLE I - SCHOOL IMPROVEMENT GRANT (SIG) - SUPPLIES & MATERIALS	150.00	0.00	150.00	0.00	0.00	150.00
F 2253.472-25	2024-25 SUMMER 4408 - TUITION	25,035.93	0.00	25,035.93	25,035.93	0.00	0.00
F 2510.150-25	2024-25 UPK - Instructional	102,592.00	0.00	102,592.00	74,970.96	27,621.04	0.00
F 2510.160-25	2024-25 UPK - Non-Instructional	38,420.00	0.00	38,420.00	32,517.34	5,902.66	0.00
F 2510.450-25	2024-45 UPK - Supplies & Materials	19,834.00	0.00	19,834.00	19,040.84	301.09	492.07
F 2510.800-25	2024-25 UPK - Benefits	41,094.00	0.00	41,094.00	41,094.00	0.00	0.00
F 3225.150	2024-25 IDEA 611 - Instructional Salaries	85,245.00	0.00	85,245.00	57,339.41	22,905.59	5,000.00
F 3225.160	2024-25 IDEA 611 - Non-Instructional Salaries	25,982.00	0.00	25,982.00	16,732.40	9,249.60	0.00
F 3325.450	2024-25 IDEA 619 - SUPPLIES & MATERIALS	443.00	0.00	443.00	443.00	0.00	0.00
F 5510.450-25	2024-25 Summer 4408 - Transportation	9,856.68	0.00	9,856.68	9,856.68	0.00	0.00
F 8424.160	2023-2024 REAP, Non-Instructional Salaries	21,368.84	0.00	21,368.84	21,368.84	0.00	0.00
F 8425.160	2024-25 REAP - Non Instructional Salaries	29,334.00	0.00	29,334.00	9,268.06	7,731.94	12,334.00
	Fund FTotals:	**600,974.45**	**17,548.71**	**618,523.16**	**500,823.20**	**92,277.51**	**25,422.45**
H 1620.29	2024-25 Small Capital Outlay - Architect	13,000.00	0.00	13,000.00	10,099.00	0.00	2,901.00
H 1620.30	2024-25 Small Capital Outlay - Construction	87,000.00	0.00	87,000.00	2,850.00	76,476.00	7,674.00
H 2123.201	$5.2M Capital Proj - Construction Manager	0.00	206,976.00	206,976.00	131,712.00	30,457.30	44,806.70
H 2123.240	$5.2M Capital Project - Architect, Legal, Engineering	0.00	658,032.95	658,032.95	130,467.74	39,450.08	488,115.13
H 2123.293	$5.2M Capital Proj - GC-AJG Associates, LLC	0.00	561,200.00	561,200.00	19,892.05	541,307.95	0.00

Account	Description	Budget	Adjustments	Adj. Budget	Expensed	Encumbered	Available
H 2123.293-1	$5.2M Capital Proj - Electrical- Matco Elec Company	0.00	61,200.00	61,200.00	8,721.00	52,479.00	0.00
H 2123.293-2	$5.2M Capital Proj - Mechanical - A. Treffeisen & Son, Inc	0.00	278,600.00	278,600.00	26,418.55	252,181.45	0.00
H 2123.293-4	$5.2M Capital Proj - Site Work-Blacktop-Bylar Excavating	0.00	1,657,029.75	1,657,029.75	1,656,935.13	0.00	94.62
H 2123.293-5	$5,2M Capital Proj-Mechanical/Boiler-Danforth	0.00	602,397.64	602,397.64	597,963.75	0.00	4,433.89
H 2123.293-6	$5.2M Capital Proj - Playground Equipment-GameTime	0.00	445,935.66	445,935.66	421,263.88	24,671.78	0.00
H 2123.293-7	$5.2M Capital Proj - Playground Surface-duraSafe	0.00	175,539.25	175,539.25	166,762.29	3,726.96	5,050.00
H 2123.293-8	$5.2M Capital Proj - Site - Byler Excavating	0.00	0.00	0.00	0.00	0.00	0.00
H 5510.200	BUS PAYMENTS	0.00	315,989.26	315,989.26	315,989.26	490,834.25	-490,834.25
	Fund HTotals:	**100,000.00**	**4,962,900.51**	**5,062,900.51**	**3,489,074.65**	**1,511,584.77**	**62,241.09**
Grand Totals:		**12,440,059.45**	**5,506,987.55**	**17,947,047.00**	**12,853,769.76**	**4,427,217.75**	**666,059.49**

Gilbertsville-Mt. Upton CSD

Revenue Status Report By Function From 7/1/2024 To 5/31/2025

Account	Description	Budget	Adjustments	Revised Budget	Revenue Earned	Unearned Revenue
A 1001	REAL PROPERTY TAXES	2,457,825.00	0.00	2,457,825.00	2,478,877.19	-21,052.19
A 1085	STAR TAX REIMBURSEMENT	310,000.00	0.00	310,000.00	288,947.75	21,052.25
A 1090	INTEREST AND PENALTY ON TAXES	13,500.00	0.00	13,500.00	11,726.73	1,773.27
A 2401	INTEREST AND EARNINGS	22,500.00	0.00	22,500.00	58,985.13	-36,485.13
A 2401.PR	INTEREST PAYROLL ACCOUNT	3.00	0.00	3.00	9.22	-6.22
A 2402	INTEREST EARNINGS-CAPITAL RESERVE	14,497.00	0.00	14,497.00	76,304.67	-61,807.67
A 2403	INTEREST EARNINGS-LIABILITY RESERVE	3,000.00	0.00	3,000.00	9,735.01	-6,735.01
A 2404	INTEREST EARNINGS-EBALR RESERVE	7,000.00	0.00	7,000.00	29,136.64	-22,136.64
A 2405	INTEREST EARNINGS-ERS RESERVES	7,000.00	0.00	7,000.00	33,224.48	-26,224.48
A 2406	INTEREST EARNINGS-UNEMPLOYMENT RES	1,000.00	0.00	1,000.00	10,152.60	-9,152.60
A 2413	BOCES ROOM RENTAL	12,000.00	0.00	12,000.00	12,000.00	0.00
A 2666	SALE OF TRANS EQUIP-BUSES	12,500.00	0.00	12,500.00	31,200.00	-18,700.00
A 2701	BOCES REFUND PRIOR YRS EXP	55,000.00	0.00	55,000.00	140,988.48	-85,988.48
A 2703	REFUND OF PRIOR YEARS EXP	0.00	0.00	0.00	8,523.20	-8,523.20
A 2770	OTHER UNCLASSIFIED REVENUES	78,500.00	0.00	78,500.00	80,151.97	-1,651.97
A 3101	BASIC AID GENERAL	4,806,250.00	0.00	4,806,250.00	5,516,174.43	-709,924.43
A 3101..2	Commercial Gaming Grant (COG)	0.00	0.00	0.00	28,297.71	-28,297.71
A 3101.1	Building Aid	1,107,320.00	0.00	1,107,320.00	0.00	1,107,320.00
A 3101.A	EXCESS COST AID	627,741.00	0.00	627,741.00	415,828.20	211,912.80
A 3102	LOTTERY AID	471,551.00	0.00	471,551.00	651,914.30	-180,363.30
A 3102..1	LOTTERY GRANT AID	203,360.00	0.00	203,360.00	254,424.09	-51,064.09
A 3103	BOCES AID	645,712.00	0.00	645,712.00	157,265.96	488,446.04
A 3260	TEXTBOOK AID	20,590.00	0.00	20,590.00	20,097.00	493.00
A 3262	SOFTWARE AID	4,684.00	0.00	4,684.00	4,839.00	-155.00
A 3262.B	HARDWARE AID	5,506.00	0.00	5,506.00	5,488.00	18.00
A 3263	LIBRARY A/V AID	2,031.00	0.00	2,031.00	2,018.00	13.00
A 4601	MEDICAID	17,500.00	0.00	17,500.00	14,944.01	2,555.99
	A Totals:	**10,906,570.00**	**0.00**	**10,906,570.00**	**10,341,253.77**	**565,316.23**
C 1440	SALE OF REIMBURSABLE MEALS	5,000.00	0.00	5,000.00	0.00	5,000.00
C 1445	OTHER CAFETERIA SALES	5,000.00	0.00	5,000.00	8,350.13	-3,350.13
C 2401	INTEREST AND EARNINGS	50.00	0.00	50.00	74.20	-24.20
C 2701	REFUND OF PRIOR YEARS EXPENDITURES	200.00	0.00	200.00	0.00	200.00

Account	Description	Budget	Adjustments	Revised Budget	Revenue Earned	Unearned Revenue
C 2770	MISC REVENUE FROM LOCAL SOURCES	3,500.00	0.00	3,500.00	183.55	3,316.45
C 2772	Catering - Internal	7,500.00	0.00	7,500.00	0.00	7,500.00
C 3190	STATE REIMB.-BREAKFAST	10,000.00	0.00	10,000.00	16,558.00	-6,558.00
C 3190..01	STATE REIMB.-LUNCH	30,000.00	0.00	30,000.00	36,074.00	-6,074.00
C 3190..1	BOCES AID	500.00	0.00	500.00	435.04	64.96
C 4190	FEDERAL REIMB.-BREAKFAST	60,000.00	0.00	60,000.00	56,728.00	3,272.00
C 4190..01	FEDERAL REIMB.-LUNCH	140,000.00	0.00	140,000.00	137,798.00	2,202.00
C 4190..02	FEDERAL REIM-AFTER SCHOOL SNACKS	3,585.00	0.00	3,585.00	0.00	3,585.00
C 4190..1	SURPLUS FOOD	15,000.00	0.00	15,000.00	0.00	15,000.00
C 909..01	INTERFUND TRANSFER FROM GF	73,750.00	0.00	73,750.00	0.00	73,750.00
	C Totals:	**354,085.00**	**0.00**	**354,085.00**	**256,200.92**	**97,884.08**
F 2401	INTEREST	0.00	0.00	0.00	116.83	-116.83
F 2510.25	2024-25 UPK	201,940.00	0.00	201,940.00	100,970.00	100,970.00
F 3289.25	2024-25 SUMMER 4408	34,892.61	0.00	34,892.61	34,892.61	0.00
F 4121.24	2023-2024 - Title I	10,279.00	0.00	10,279.00	1,167.00	9,112.00
F 4121.25	2024-2025 - TITLE 1	119,834.00	8,253.00	128,087.00	108,105.00	19,982.00
F 4122.25	2024-2025 TITLE I - SCHOOL IMPROVEMENT GRANT (SIG)	20,000.00	0.00	20,000.00	0.00	20,000.00
F 4142.25	2024-2025 - Title IIA	13,277.00	188.00	13,465.00	10,748.00	2,717.00
F 4143.25	2024-2025 - Title IV	10,000.00	0.00	10,000.00	6,539.00	3,461.00
F 4146.22	2020-2024 - ARP ESSER 3	0.00	0.00	0.00	95,005.00	-95,005.00
F 4147.22-.SU.MMER	2020-2024 - SUMMER ENRICHMENT	28,379.00	0.00	28,379.00	28,379.00	0.00
F 4242.45	2024-25 IDEA, SECTION 611	111,227.00	0.00	111,227.00	67,899.00	43,328.00
F 4243.25	2024-25 IDEA, Section 619	443.00	0.00	443.00	443.00	0.00
F 6124	2023-2024 REAP	21,368.84	0.00	21,368.84	14,107.86	7,260.98
F 6125	2024-25 REAP Grant	29,334.00	0.00	29,334.00	14,428.00	14,906.00
	F Totals:	**600,974.45**	**8,441.00**	**609,415.45**	**482,800.30**	**126,615.15**
H 2401	INTEREST EARNED	0.00	0.00	0.00	19,236.17	-19,236.17
H 5031	INTERFUND TRANSFERS FROM G.F.	100,000.00	0.00	100,000.00	591,000.00	-491,000.00
H 5710	SERIAL BONDS	0.00	0.00	0.00	2,500,000.00	-2,500,000.00
	H Totals:	**100,000.00**	**0.00**	**100,000.00**	**3,110,236.17**	**-3,010,236.17**

Account	Description		Budget	Adjustments	Revised Budget	Revenue Earned	Unearned Revenue
V 2401	INTEREST EARNED		0.00	0.00	0.00	29,967.91	-29,967.91
		V Totals:	**0.00**	**0.00**	**0.00**	**29,967.91**	**-29,967.91**
		Grand Totals:	**11,961,629.45**	**8,441.00**	**11,970,070.45**	**14,220,459.07**	**-2,250,388.62**

Gilbertsville-Mt. Upton CSD

Check Warrant Report For A - 22: MAY 2025 Cash Disbursement For Dates 5/1/2025 - 5/31/2025

Check #	Check Date	Vendor ID	Vendor Name	PO Number	Check Amount
12	05/31/2025	3252	Lifetime Benefit Solutions	305	289.74
32715	05/13/2025	3556	**VOID** ANIMAL ADVENTURE	621	-348.00
32750	05/05/2025	3244	CASEBP	239	117,771.00
32751	05/05/2025	428	CDW GOVERNMENT	619	958.00
32752	05/05/2025	188	DCMO BOCES	337	11,295.56
32753	05/05/2025	248	DOUG EXLEY	231	370.00
32754	05/05/2025	350	J.W. PEPPER & SON INC	276	133.49
32755	05/05/2025	3634	M-F ATHLETIC EVERYTHING TRACK & FIELD	620	545.00
32756	05/05/2025	752	THE DAILY STAR	301	30.67
32757	05/05/2025	3695	UPSTATE SECURITY CONSULTANTS	306	6,500.00
32758	05/05/2025	3359	GAVINS	637	508.00
32759	05/05/2025	3251	BUELL FUELS LLC	295	488.96
32760	05/05/2025	407	MATTHEWS BUSES INC	296	1,928.64
32761	05/05/2025	898	NYSSMA	286	10.00
32762	05/05/2025	1899	PITNEY BOWES GLOBAL FINANCIAL SERVICES LLC	303	181.89
32763	05/06/2025	2629	BROWN & BROWN OF GARDEN CITY INC	238	6,218.32
32764	05/06/2025	1583	BUSINESS CARD		146.20
32765	05/06/2025	3218	FINGER LAKES/CASTLE	456	221.75
32766	05/06/2025	272	FRONTIER COMMUNICATIONS	240	1,061.66
32767	05/06/2025	3514	MATTHEW WHEELER		75.94
32768	05/06/2025	1899	PITNEY BOWES GLOBAL FINANCIAL SERVICES LLC		2,500.00
32769	05/07/2025	1809	LOWE'S	*See Detail Report	366.93
32770	05/07/2025	243	THE EVENING SUN	304	15.09
32771	05/07/2025	3634	M-F ATHLETIC EVERYTHING TRACK & FIELD	620	175.00
32772	05/07/2025	3844	BERTHA SPATHELF		350.38
32773	05/08/2025	3226	FILTREC CORPORATION	479	550.00
32774	05/08/2025	3700	HILLCREST EDUCATIONAL CENTERS	356	12,303.00
32775	05/13/2025	54	AT & T	316	83.46
32776	05/13/2025	428	CDW GOVERNMENT	619	68.62
32777	05/13/2025	188	DCMO BOCES	425	216,909.76
32778	05/13/2025	3178	EDMESTON CENTRAL SCHOOL	478	6,290.00
32779	05/13/2025	3604	FERRARA FIORENZA PC	302	760.00
32780	05/13/2025	788	TRI-COUNTY COMMUNICATIONS INC.	612	100.00
32781	05/13/2025	2910	TROPHY GUY & SPORTS CONNECTION		755.95
32782	05/13/2025	3249	WASTE RECOVERY ENTERPRISES, LLC	330	495.00
32783	05/13/2025	3556	ANIMAL ADVENTURE	621	336.00
32783	05/15/2025	3556	**VOID** ANIMAL ADVENTURE	621	-336.00
32784	05/13/2025	3839	CROWN AWARDS	638	153.89
32785	05/13/2025	987	PLAQUES AND SUCH	641	169.50
32786	05/13/2025	2109	MICROBAC LABORATORIES, INC	336	353.81
32787	05/14/2025	1507	UNIFIRST	320	100.62
32788	05/15/2025	3556	ANIMAL ADVENTURE	621	324.00
32789	05/15/2025	3293	CHERYL ERNST		50.00
32790	05/15/2025	3845	NYSACAC	645	400.00

Check #	Check Date	Vendor ID	Vendor Name	PO Number	Check Amount
32791	05/15/2025	3080	SOUTHEASTERN NEW YORK WATERWORKS CONFERENCE	644	55.00
32792	05/15/2025	740	SYRACUSE TIME AND ALARM CO INC	647	575.00
32793	05/15/2025	2234	WINIFRED SORTMAN		100.00
32794	05/15/2025	547	OTSEGO ELECTRIC COOP.	317	7,125.43
32795	05/15/2025	3251	BUELL FUELS LLC	295	3,910.45
32796	05/15/2025	1685	SCOVILLE-MENO CHEVROLET INC.	639	854.78
32797	05/15/2025	30	AMAZON.COM	*See Detail Report	680.60
32798	05/19/2025	514	NYS COUNCIL OF SCHOOL SUPERINTENDENTS		1,800.06
32799	05/19/2025	3846	MOI'S CENTER CITY BISTRO		541.00
32800	05/20/2025	243	THE EVENING SUN	304	338.17
32801	05/20/2025	752	THE DAILY STAR	301	383.44
32802	05/21/2025	2908	Greg Bonczkowski		52.48
32803	05/21/2025	318	HILL & MARKES INC.	327	48.48
32804	05/21/2025	3657	SHAUGHNESSY AND ASSOCIATES	646	274.00
32805	05/21/2025	2234	WINIFRED SORTMAN		200.00
32806	05/21/2025	428	CDW GOVERNMENT	631	6,120.00
32807	05/21/2025	3781	S&N PARTNERS	651	475.89
32808	05/21/2025	3819	ELIZABETH GAYLE		160.00
32809	05/21/2025	3531	LYNNE OHL		160.00
32810	05/27/2025	1583	BUSINESS CARD		430.78
32811	05/27/2025	2057	MORRIS CENTRAL SCHOOL	359	27,795.00
32812	05/27/2025	1460	PRICE CHOPPER OPER. CO. INC		22.96
32813	05/27/2025	243	THE EVENING SUN	304	15.09
32814	05/28/2025	3836	BEST SPRING WATER LLC	609	122.00
32815	05/28/2025	607	PUTNAM PEST CONTROL INC	332	60.00
32816	05/28/2025	752	THE DAILY STAR	301	30.67
32817	05/28/2025	781	TOWN OF GUILFORD		500.00
32818	05/28/2025	3641	BINGHAMTON CITY SCHOOL DISTRICT		879.00
32819	05/28/2025	407	MATTHEWS BUSES INC	296	1,148.38
32820	05/28/2025	3338	TEAM VIEWER GERMANY GMBH		3,275.80
32821	05/28/2025	1507	UNIFIRST	320	100.62
32822	05/29/2025	318	HILL & MARKES INC.	327	319.37
32823	05/29/2025	243	THE EVENING SUN		129.00

Check #	Check Date	Vendor ID	Vendor Name	PO Number	Check Amount

Number of Transactions: 77

Warrant Total:	**450,345.28**
Vendor Portion:	**450,345.28**

*See Detail Report denotes that multiple purchase orders are referenced on this check. Run the Detail report to view the purchase order information

Certification of Warrant

To The District Treasurer: I hereby certify that I have verified the above claims, 77 in number, in the total amount of $450,345.28. You are hereby authorized and directed to pay to the claimants certified above the amount of each claim allowed and charge each to the proper fund.

6/4/2025 — Date
Brianne Sinnott — Signature
Deputy Treasurer — Title

Certification of Warrant

To The District Treasurer: I hereby certify that I have audited the above claims in the total amount of $450,345.28. You are hereby authorized and directed to pay to the claimants certified above the amount of each claim allowed and charge each to the proper fund.

6/4 — Date
[signature] — Auditor's Signature
Internal Claims Auditor — Title

MAY, 2025

Date	Payee	Check #	Issue	resolution
5-5	None			
5-9	MFAC	32771	Wrong zip code	Being delivered in person
5-16	WB Mason	32857	Water under paper code	Will be adjusted next year
	Amazon	40751	Question about number of wagons	Covers 2 separate classes
5-22	NYS Council of School Superintendents	32798	Question about retirement	Part of contract
5-29	Price Chopper	32812	Incorrect address	Done in envelope

Gilbertsville-Mt. Upton CSD

Check Warrant Report For C - 9: MAY 2025 Cash Disbursement For Dates 5/1/2025 - 5/31/2025

Check #	Check Date	Vendor ID	Vendor Name	PO Number	Check Amount
32850	05/05/2025	3491	DOUGLAS EQUIPMENT	594	3,615.03
32851	05/05/2025	2062	BIMBO BAKERIES USA	381	147.80
32852	05/05/2025	2907	Carlo Masi & Sons & Daughters Inc.	382	691.15
32853	05/05/2025	280	GINSBERG'S FOODS	384	9,191.76
32854	05/05/2025	318	HILL & MARKES INC.	386	315.99
32855	05/13/2025	188	DCMO BOCES	434	304.42
32856	05/13/2025	3067	INSTANT WHIP-EASTERN NY INC	387	2,296.09
32857	05/15/2025	2283	W.B. MASON CO INC	389	760.99

Number of Transactions: 8

Warrant Total: **17,323.23**

Vendor Portion: **17,323.23**

Certification of Warrant

To The District Treasurer: I hereby certify that I have verified the above claims, 8 in number, in the total amount of $17,323.23. You are hereby authorized and directed to pay to the claimants certified above the amount of each claim allowed and charge each to the proper fund.

5/29/2025 — Date

Brianne Sinnock — Signature

Deputy Treasurer — Title

Certification of Warrant

To The District Treasurer: I hereby certify that I have audited the above claims in the total amount of $17,323.23. You are hereby authorized and directed to pay to the claimants certified above the amount of each claim allowed and charge each to the proper fund.

5-29 — Date

Auditor's Signature

Internal Claims Auditor — Title

Check #	Check Date	Vendor ID	Vendor Name	PO Number	Check Amount
40750	05/15/2025	3555	UTICA ZOO		126.00
40751	05/15/2025	30	AMAZON.COM	*See Detail Report	540.65

Number of Transactions: 2

Warrant Total: 666.65

Vendor Portion: 666.65

*See Detail Report denotes that multiple purchase orders are referenced on this check. Run the Detail report to view the purchase order information

Certification of Warrant

To The District Treasurer: I hereby certify that I have verified the above claims, 2 in number, in the total amount of $ 666.65. You are hereby authorized and directed to pay to the claimants certified above the amount of each claim allowed and charge each to the proper fund.

5/29/2025 — Date | Brianne Dimock — Signature | Deputy Treasurer — Title

Certification of Warrant

To The District Treasurer: I hereby certify that I have audited the above claims in the total amount of $ 666.65. You are hereby authorized and directed to pay to the claimants certified above the amount of each claim allowed and charge each to the proper fund.

5-29 — Date | Auditor's Signature | Internal claims Auditor — Title

Gilbertsville-Mt. Upton CSD

Check Warrant Report For H - 11: MAY 2025 Cash Disbursement For Dates 5/1/2025 - 5/31/2025

Check #	Check Date	Vendor ID Vendor Name	PO Number	Check Amount
40739	05/05/2025	1699 A. TREFFEISEN & SONS LLC	616	15,132.55
40740	05/14/2025	3830 AJG ASSOCIATES, LLC	592	7,144.95
40741	05/19/2025	1699 A. TREFFEISEN & SONS LLC	530	2,850.00
40742	05/28/2025	2119 MATCO ELECTRIC CORPORATION	655	8,721.00
40743	05/28/2025	3477 ARCARDIS ARCHITECTS	299	1,193.24
			Warrant Total:	**35,041.74**
Number of Transactions: 5			**Vendor Portion:**	**35,041.74**

*See Detail Report denotes that multiple purchase orders are referenced on this check. Run the Detail report to view the purchase order information

Certification of Warrant

To The District Treasurer: I hereby certify that I have verified the above claims, 5 in number, in the total amount of $35,041.74. You are hereby authorized and directed to pay to the claimants certified above the amount of each claim allowed and charge each to the proper fund.

5/29/2025 Brianne Linds Deputy Treasurer

Date Signature Title

Certification of Warrant

To The District Treasurer: I hereby certify that I have audited the above claims in the total amount of $35,041.74. You are hereby authorized and directed to pay to the claimants certified above the amount of each claim allowed and charge each to the proper fund.

5-29 [signature] External Claims Auditor

Date Auditor's Signature Title

Gilbertsville-Mt. Upton CSD

Check Warrant Report For TA - 20: MAY 2025 Cash Disbursement For Dates 5/1/2025 - 5/31/2025

Check #	Check Date	Vendor ID	Vendor Name	PO Number	Check Amount
24140	05/05/2025	2650	AFLAC		461.38

Number of Transactions: 1

Warrant Total:	**461.38**
Vendor Portion:	**461.38**

*See Detail Report denotes that multiple purchase orders are referenced on this check. Run the Detail report to view the purchase order information

Certification of Warrant

To The District Treasurer: I hereby certify that I have verified the above claims, 1 in number, in the total amount of $461.38. You are hereby authorized and directed to pay to the claimants certified above the amount of each claim allowed and charge each to the proper fund.

5/29/2025 Date | Brianne Lunds Signature | Deputy Treasurer Title

Certification of Warrant

To The District Treasurer: I hereby certify that I have audited the above claims in the total amount of $461.38. You are hereby authorized and directed to pay to the claimants certified above the amount of each claim allowed and charge each to the proper fund.

5-29 Date | TH Ecott Auditor's Signature | Internal claims Auditor Title

DATE: May 20, 2025

TO: Board of Education
C: Annette Hammond, Donna Dean

FROM: Dort Iannello

SUBJECT: Transfer of Available Funds

I am requesting the transfer of available funds from the 2024-25 school year, an amount not to exceed $150,000 to the Retirement Contribution Reserve Fund. The purpose of these funds is for future NY State and Local Employees' Retirement payments.

I am requesting the transfer of available funds from the 2024-25 school year, an amount not to exceed $150,000 to the Teachers' Retirement (sub-fund). The purpose of these funds is for future Teacher Retirement payments.

DATE: May 20, 2025

TO: Board of Education
c: Annette Hammond, Donna Dean
FROM: Dort Iannello

SUBJECT: Authorization for the Withdraw and Appropriation of Reserves for 2025-26 School Year

I am recommending the authorization for the withdraw and appropriation of the following reserve account for the 2025-26 School Year:

> $100, 000 from the Retirement Contribution Reserve Fund (ERS) to pay for a portion of employer's share of the New York State and Local Employees' Retirement contributions and $100,000 from the Teachers' Retirement Reserve (sub-fund) to pay for a portion of employer's share of Teachers' Retirement contributions.

I am also recommending the authorization for the withdraw and transfer of $23,250 from the Employee Benefits and Accrued Liabilities Reserve account to the General Fund account to cover the cost of a retirement incentive that will be paid in the 2024-25 school year.

"It's the Quality of Journey that counts"

Gilbertsville-Mount Upton Central School District

Harold Ives, Transportation Supervisor

TO: Mrs. Hammond

FROM Harold Ives

SUBJECT Substitute Bus Driver Appointment

DATE` May 29, 2025

I recommend William Ostrander for the position of Substitute Bus Driver. William worked here from 2018 to 2021 as a substitute driver for extra trips.

William currently works for Unatego CSD full time as a bus driver and will assist us with some extra trips as needed.

I would like to make this effective May 29, 2025.

If you should have any questions, you can reach me at Ext. 115.

693 State Highway 51 • Gilbertsville, New York 13776-1104 • Phone: (607) 783-2207; Fax: (607)783-2254

Gilbertsville-Mount Upton Central School District

Main Office

"It's the Quality of Journey that counts"

Annette D. Hammond
Superintendent

Heather Wilcox
Principal

Kristy Carey
Main Office
Administrative Assistant
Registrar

Deb Ostrander
Front Desk Clerk

Lisa Ruland
School Counselor

Jillian Parascandola
School Counselor

May 16, 2025

To: Annette Hammond, Superintendent

CC: Board of Education

From: Heather Wilcox

Re: Substitute

I am recommending that the following candidate be approved as a substitute for our district with an effective date of **5/19/2025.**

PK-12 Non-certified Teacher Substitute & Aide Substitute

Nathan Crews

Please let me know if you have any questions.

Sincerely,

693 State Highway 51 • Gilbertsville, New York 13776-1104 • Phone: (607) 783-2207; Fax: (607)783-2254

"It's the Quality of Journey that counts"

Gilbertsville-Mount Upton Central School District

Main Office

June 3, 2025

To: Annette Hammond, Superintendent
CC: Board of Education
From: Heather Wilcox
Re: Secondary English Teacher Recommendation

Annette D. Hammond
Superintendent

Heather Wilcox
Principal

Kristy Carey
Main Office
Administrative Assistant
Registrar

Deb Ostrander
Front Desk Clerk

Lisa Ruland
School Counselor

Jillian Parascandola
School Counselor

I am pleased to write this letter of recommendation for Mr. Ryan Costin in support of his application for a 7-12 History teaching position within your district. He currently holds his initial teaching certificate in Social Studies Education 7-12. Ryan is an exceptional educator with a strong passion for history, pedagogy, and student engagement. His experience, both inside the classroom and within extracurricular activities, makes him a standout candidate for this role.

Ryan has dedicated his career to mastering effective instructional strategies and fostering collaborative learning environments. In his student teaching position in 12th-grade government classes, Ryan demonstrated an ability to engage students through dynamic discussions, allowing them to take an active role in learning. He recognizes that students who teach and discuss material with their peers develop a stronger understanding, and he thoughtfully integrates these opportunities into his lessons.

Beyond the classroom, Ryan's experience as a youth coach further underscores his leadership and mentorship abilities. His years coaching young athletes have instilled in him the importance of fostering growth and development—not only in sports but also in academics. His ability to encourage students to strive for their personal best translates seamlessly into his teaching philosophy. Ryan is committed to creating a classroom environment that is both supportive and challenging, inspiring students to actively participate in their education.

Ryan's ability to combine content mastery with student-centered teaching strategies makes him an ideal candidate for a history teaching position. I have no doubt that he will be an asset to any educational institution, contributing to both academic success and positive school culture.

I strongly recommend Mr. Costin for this position without reservation. Please feel free to contact me should you require any further information.

Sincerely,

693 State Highway 51 • Gilbertsville, New York 13776-1104 • Phone: (607) 783-2207; Fax: (607)783-2254

"It's the [illegible] of Journey that counts"

Gilbertsville-Mount Upton Central School District

Main Office

June 5, 2025

To: Annette Hammond, Superintendent
CC: Board of Education
From: Heather Wilcox
Re: Secondary English Teacher Recommendation

Annette D. Hammond
Superintendent

Heather Wilcox
Principal

Kristy Carey
Main Office
Administrative Assistant
Registrar

Deb Ostrander
Front Desk Clerk

Lisa Ruland
School Counselor

Jillian Parascandola
School Counselor

I am honored to write this letter of recommendation for Ms. Aimee Piedmonte in support of her application for a 7-12 English teaching position within your district. She currently holds her initial teaching certificate in English Education 7-12. Aimee is a dedicated and passionate educator whose ability to foster engagement, creativity, and academic excellence makes her an outstanding candidate for this role.

Aimee's teaching philosophy centers on building positive relationships with students while maintaining high academic standards. Her trauma-informed approach to education creates an environment where students feel safe, valued, and supported, allowing them to thrive both personally and academically. She understands the profound impact a caring educator can have on a student's ability to succeed and actively works to ensure her classroom is a place of encouragement and growth.

In addition to her compassionate approach, Aimee integrates creativity and rigor into her curriculum. As an award recipient of the Smithsonian American Art Institute's Summer Workshop: Teaching the Humanities through Art, she skillfully incorporates art as a gateway to literary analysis, fostering both interest and critical thinking. Her ability to tailor lessons to meet diverse learning needs—through student choice, personalized reading and writing workshops, and collaboration with special education professionals—demonstrates her commitment to inclusive education.

With her extensive experience, innovative teaching strategies, and genuine passion for education, I have no doubt that Aimee will be a valuable addition to your team. She brings a dynamic approach to English instruction that not only builds foundational literacy skills but also inspires students to become thoughtful, independent learners.

I strongly recommend Ms. Piedmonte for this position without reservation. Please feel free to contact me should you require any further information.

Sincerely,

Heather Wilcox

693 State Highway 51 • Gilbertsville, New York 13776-1104 • Phone: (607) 783-2207; Fax: (607)783-2254

To: Board of Education
Annette Hammond
Dorothy Iannello

Date: June 3, 2025

From: Russell Card

Re: Summer Help

The following students have applied for summer work with the Maintenance Department

Carter Simonds

They will work for eight weeks, twenty hours per week at minimum wage. The program will run from July 1, 2025 – August 27, 2024. They would be cleaning lockers, desks and chairs, painting and doing light grounds work.

I have requested that they fill out an employment application and have working papers. They will fill out a W-4, I-9, IT-2104 with the Business Office, pending board approval on their first day of work.

To: Board of Education
Annette Hammond
Dorothy Iannello

Date: June 3, 2025

From: Russell Card

Re: Summer Help

The following students have applied for summer work with the Maintenance Department

Payton Belnke

They will work for eight weeks, twenty hours per week at minimum wage. The program will run from July 1, 2025 – August 27, 2024. They would be cleaning lockers, desks and chairs, painting and doing light grounds work.

I have requested that they fill out an employment application and have working papers. They will fill out a W-4, I-9, IT-2104 with the Business Office, pending board approval on their first day of work.

To: Board of Education
Annette Hammond
Dorothy Iannello

Date: June 3, 2025

From: Russell Card

Re: Summer Help

The following students have applied for summer work with the Maintenance Department

Pacey Belnke

They will work for eight weeks, twenty hours per week at minimum wage. The program will run from July 1, 2025 – August 27, 2024. They would be cleaning lockers, desks and chairs, painting and doing light grounds work.

I have requested that they fill out an employment application and have working papers. They will fill out a W-4, I-9, IT-2104 with the Business Office, pending board approval on their first day of work.

To: Board of Education
Annette Hammond
Dorothy Iannello

Date: June 3, 2025

From: Russell Card

Re: Summer Help

The following students have applied for summer work with the Maintenance Department

Caden Champion

They will work for eight weeks, twenty hours per week at minimum wage. The program will run from July 1, 2025 – August 27, 2024. They would be cleaning lockers, desks and chairs, painting and doing light grounds work.

I have requested that they fill out an employment application and have working papers. They will fill out a W-4, I-9, IT-2104 with the Business Office, pending board approval on their first day of work.

To: Board of Education
Annette Hammond
Dorothy Iannello

From: Russell Card

Re: Summer Help Monitor

Date: June ,9 2025

I am recommending Maiya King to work with the maintenance department and as the student summer worker monitor. She will be working 20 hours a week at minimum wage for 8 weeks. The position was posted and Maiya expressed a great interest in summer work.

SHARED SERVICES AGREEMENT
By and Between
The Morris Central School District and the Gilbertsville Mt.Upton Central School District

THIS AGREEMENT, made this 28th day of May, 2025 by and between the Gilbertsville Mt.Upton Central School District (hereinafter referred to as "District of Residence" and the Morris Central School District (hereinafter referred to as "District of Attendance" provides as follows:

WHEREAS, in accordance with the Individuals with Disabilities Education Improvement Act and Article 89 of the New York State Education Law, the Parties recognize the obligation of the District of Residence to offer to every eligible resident student with a disability a free appropriate public education.

WHEREAS, the District of Residence has students who, due to the nature of their disabilities and the extent of their needs, require programs or placements not available in their District.

WHEREAS, in accordance with Education Law §4402(2)(b), a board of education is authorized to contract with neighboring districts for the provision of special education services.

WHEREFORE, the Parties mutually agree to the following:

1. When the Committee on Special Education (CSE) Chair of the District of Residence determines, due to the extent of the needs and/or the unique nature of the disability of a resident student, that the District may not have an appropriate program for the student, the District may, with the Parents' consent, seek a program placement in another public school district or a private school approved by the State Education Department to provide special education and/or related services to students with disabilities, to determine whether the entity can offer an appropriate program for the Student.

2. Following its review of a Student's records the District of Attendance shall advise the District of Residence whether it can offer a program to the Student.

3. Upon receipt of notice from the District of Attendance that it may have an appropriate program, the District of Residence shall invite a representative of the District of Attendance who shall attend the CSE meeting of the District of Residence.

4. If, upon its review, the Committee determines that the program offered by the District of Attendance is appropriate and designated to meet the needs of the student in the least restrictive environment in accordance with the Individualized Education Program (IEP) developed at the meeting, the District of Residence shall contract with the District of Attendance pursuant to the terms and conditions set forth herein to implement the Student's IEP.

5. Upon its acceptance of a student, the District of Attendance shall issue report cards and progress notes, as required by law, and forward them in a timely manner and simultaneously to the Parent(s)/Caregiver(s) and to the District of Residence.

6. The District of Attendance shall assign a representative of its District, preferably the child's special education teacher or provider, to participate in the Student's annual meeting and other required meetings convened by the District of Residence.

7. The District of Attendance, upon reasonable notice, shall permit a representative or representative of the Committee on Special Education of the District of Residence to visit the program where the child is enrolled.

8. Transportation to and from the District of Attendance remains the responsibilities of the District of Residence.

9. Evaluations – Arranging for and funding evaluations, Independent Education Evaluations, or other required and/or recommended assessments remain the responsibility of the District of Residence.

10. Equipment – The District of Attendance shall arrange for the equipment and materials necessary to provide the recommended service(s) and such costs will be billed to the District of Residence; unless other arrangements are agreed between the parties in writing.

11. Record Confidentiality – The District of Residence and the District of Attendance agree to maintain the confidentiality of any student records provided by one District to the other in accordance with state and federal law. Copies of records may be retained, as needed, for reporting purposes, subject to the protections and confidentiality provisions of the IDEA and the Family Education Rights and Privacy Act (FERPA), and any other state or federal law and regulation related to privacy and personally identifiable information.

12. Discipline – The District of Attendance shall follow and adhere to disciplinary notice requirements related to due process rights afforded to all students, and the procedural protections for students with disabilities enumerated in the State Notice of Procedural Safeguards. In the event that the student is subject to out-of-school suspension, issued by the District of Attendance, the District of Residence should be immediately notified and provided a copy of the disciplinary notice. The District of Residence shall arrange and provide alternative instruction for the student, utilizing the relevant work and materials provided promptly by the District of Attendance. In the event that a suspension longer than 5 days may be imposed, the District of Residence shall convene a Superintendent's Hearing, with the cooperation of the District of Attendance, for purpose of evidence and witnesses related to the underlying disciplinary matter. If the student is subject to a lengthy disciplinary removal, more than 5 days, then the District of Residence will arrange for the student's continued instruction and services consistent with their IEP, using the resources, work and materials provided by the District of Attendance, unless the parties agree otherwise on a case-by-case basis.

13. Compensation – The District of Residence shall reimburse the District of Attendance for the provision of these special education services, based upon actual cost. The District of Residence will be billed yearly. The actual cost is determined using:
    1. The salary/benefits of the teacher, divided by the number of students in the classroom.
    2. The salary/benefits of the classroom aide divided by the number of students in the classroom.
    3. Related services (Speech, OT, PT, Counseling) cost per hour.
    4. If the student requires a 1:1 aide, the cost will be determine using the salary/benefits of the aide.
    5. If the District of Residence provides related services or a 1:1 aide themselves, they will not be billed for these.

14. Change of Placement or Program – If, at any time during the course of the contract, the District of Attendance determines that its placement is no longer appropriate to meet the needs of the Student or determines that it is unable to continue to provide all the services recommended on the Child's IEP, the District of Attendance shall notify immediately both the Parent(s)/Caregiver(s) and the District of Residence, in writing, of its concerns and the District of Residence shall schedule a meeting, if necessary, to review the Student's special education program and make whatever changes and recommendations are determined necessary and appropriate to the Student's IEP. Nothing in this agreement would eliminate or alter the District of Attendance's obligation to maintain the student pursuant to the pendency provisions of the IDEA, unless the District of Residence and the Parent(s)/Caregiver(s) reach an agreement that an alternate placement is appropriate.

15. In the event of a dispute over a student's placement, nothing in this agreement is intended to create a pendency placement for a student in the District of Attendance, beyond the term of the original District of Residence contract.

16. Annual Review – Upon the written request of the District of Residence, the District of Attendance shall update the student's present levels of performance and propose new annual goals as a draft for review and consideration by the CSE/Sub-CSE at the student's annual review.

17. Indemnification – The District of Residence shall defend, indemnify and hold harmless the District of Attendance, its employees and agents from and against all claims, damages, losses, and expenses (including, but not limited to, reasonable attorney's fees) arising out of, or in consequence of, any negligent or intentional act or omission of its employees or agents.

18. Applicable Law – This Agreement shall be governed by the laws of the State of New York.

19. Terms of Agreement – This Agreement shall take effect the 4th of September, 2025 and terminate on the 26th of June, 2026 This Agreement will remain in effect for the 2025-2026 school year and may only be extended by written agreement of both Parties.

20. Extended School Year – The District of Attendance is not obligated to offer an Extended School Year Program. In the event that the student is found eligible for extended school year services for the months of July and August, the District of Residence is entirely and solely responsible for securing placement and any related costs. If the District of Attendance begins an Extended School Year Program, the District of Attendance shall notify the District of Residence by June 1, 2026. In the event that the student is found eligible for extended school year services for the months of July and August, the District of Residence shall notify the District of Attendance no later than June 1, 2026 if it is seeking ESY services for the student in the District of Attendance, in light of evidence of substantial regression or recoupment needs. To the extent services or an ESY program is recommended, the District of Residence shall pay the amount billed for the program and any related services provided.

21. Modification – This Agreement shall not be altered or otherwise amended without a writing signed by both parties.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed on the day and year first written above.

Morris Central School District

BY:

_____	_____
Annette Hammond	Jamie Maistros
Gilbertsville-Mt.Upton Superintendent	Morris Superintendent
_____	_____
Date	Date

CONTRACT FOR HEALTH AND WELFARE SERVICES
2024-2025

THIS AGREEMENT made in duplicate this 1st day of July 2024, by and between the **Board of Education of the Gilbertsville-Mt. Upton Central School District,** Town of Gilbertsville, County of Otsego, NY, party of the first part, and the **Board of Education of the Binghamton City School District**, City of Binghamton, County of Broome, NY, party of the second part.

WITNESSETH, that whereas party of the first part has been duly empowered by the provisions of section 912 of the Education Law to enter into a contract for the purpose of providing health and welfare services for children residing in said school district and attending non-public school in City of Binghamton School District, County of Broome, NY to begin on September 5, 2024 and to end June 30, 2025.

Now, Therefore, the said party of the first part hereby agrees to pay to the party of the second part the sum of **$879.00** for health and welfare services to be provided under section 912 to approximately **1** child residing in Gilbertsville-Mt. Upton Central School District, Town of Gilbertsville, County of Otsego, and attending nonpublic schools in the Binghamton City School District, City of Binghamton, County of Broome, NY.

It is expressly agreed by and between the parties hereto that the services agreed to be supplied under this contract shall not include any teaching service.

It is mutually agreed that this contract shall not become valid and binding upon either party thereto until the same shall be approved by the District Superintendent of Schools.

CONTRACT FOR HEALTH AND WELFARE SERVICES

In Witness Whereof, the following parties have hereunto set their hands:

Party of the First Part

Gilbertsville-Mt. Upton Central School District — Gilbertsville, NY 13776 — Date _____

I have examined this contract and hereby approve the same.

_____
Superintendent of Schools

_____
President of Board of Education

_____
Clerk of Board of Education

--*-

RESOLUTION OF BOARD OF EDUCATION

WHEREAS, four (4) BOCES (Onondaga-Cortland-Madison BOCES, Albany-Schoharie-Schenectady-Saratoga BOCES, Madison-Oneida BOCES and Broome-Tioga BOCES) have collaborated and entered into an Article 5 General Municipal Law intermunicipal arrangement for the purpose of improving vendor management and data security and privacy practices for school districts and/or BOCES statewide known as the RIC ONE Risk Operations Center (the "ROC");

WHEREAS, the Board of Education of the Gilbertsville-Mount Upton Central School District, through its affiliation with a locally based Regional Information Center, participates with the ROC and desires, for the 2025-2026 fiscal year, to authorize the ROC to enter into Data Privacy Agreements and related exhibits (DPAs) with vendors and third-party contractors that include the requirements of, and compliance with, New York State Education Law Section 2-d and Part 121 Regulations (collectively, "Ed Law 2d") related to student personally identifiable information (PII) and certain Teacher and Principal APPR data;

WHEREAS, the ROC also partners with NYSED, the Access4Learning Student Data Privacy Consortium (SDPC) and The Education Cooperative (TEC), to negotiate and approve Ed Law 2-d compliant DPAs;

WHEREAS, the DPAs are presented to school districts and/or BOCES for final execution and do not require the expenditure of funds beyond those budgeted; and

BE IT RESOLVED, Board of Education of the Gilbertsville-Mount Upton Central School District authorizes the attorneys designated by the ROC to negotiate and approve of DPAs for software and/or technology resources; and,

BE IT FURTHER RESOLVED, the Gilbertsville-Mount Upton Central School Board of Education grants the ROC and its designated attorneys the authority to negotiate the terms and conditions of DPAs and take such actions so as to effectuate the purposes and intent of this resolution.

CERTIFICATION

It is hereby certified that the above motion was approved by the _____ Board of Education at its meeting, duly noticed, held on June 11, 2025.

Dated June 11, 2025

_____

Board Clerk

ARCADIS Arcadis
59-61 Court Street, Suite 300
Binghamton, NY 13901
tel 607 772 0007 fax 607 723 4121
arcadis.com

Short-Form Consulting Services Agreement

May 22, 2025

Gilbertsville-Mount Upton Central School District
693 State Highway 51
Gilbertsville, NY 13776

Attention: Annette Hammond

Dear Annette:

GILBERTSVILLE-MOUNT UPTON CENTRAL SCHOOL DISTRICT – 2025 SMALL CAPITAL PROJECT

Further to our recent discussions, we are pleased to provide you (the "Client") with this Agreement for architectural and engineering services for your project based on the information set out below.

Arcadis Architects, Engineers and Landscape Architects, a New York General Partnership ("Arcadis" or the "Consultant"), is a global team of dedicated and experienced architects, engineers, planners, designers, and technology professionals who share a common desire – to help our clients create liveable, sustainable and advanced urban environments. Since our founding in 1974, we have contributed to the success of our clients across six continents, from our 65 offices worldwide.

1. Our Services

In support of your project, Arcadis will provide you with the following services and deliverables (collectively, the "Services"):

Refer to the attached proposal letter dated May 22, 2025.

2. Your Schedule

Our Services will be delivered to you on the following schedule (the "Schedule"):

Services to commence on May 22, 2025, and be completed by June 30, 2026.

3. Payment

Based on the Schedule and the Services you will pay us on the following basis:

Lump Sum: you agree to pay Arcadis a fixed lump sum in the amount of Eleven Thousand and 00/100 Dollars $[11,000.00], plus direct project related expenses.

We invoice for payment on a monthly basis. Thereafter, payment is due within thirty (30) days of your receipt of our invoice.

4. Designated Representatives:

Arcadis
Steve Thesier, RA, LEED AP BD+C
Associate Principal
steve.thesier@arcadis.com
607-772-0007 ext. 52028

Gilbertsville-Mount Upton Central School District
Annette Hammond, Superintendent
ahammond@gmucsd.org
(607) 783-2207

The other terms relating to this project are set out in our Standard Terms & Conditions, as attached.

We look forward to working with you.

Yours truly,

Arcadis Architects, Engineers and Landscape Architects, a New York General Partnership

Name:	Steve Thesier, RA, LEED AP BD+C	Name:	Dan Whelan, AIA
Title:	Associate Principal	Title:	Associate Principal

If this accurately sets out our understanding and is acceptable to you, please indicate your agreement by signing in the space below.

Agreed to and accepted effective the date of this Agreement.

Gilbertsville-Mount Upton Central School District

Name:	_____	Name:	_____
Title:	_____	Title:	_____

ARCADIS

Ms. Annette Hammond
Superintendent
Gilbertsville-Mt. Upton CSD
693 State Highway 51
Gilbertsville, NY 13776

Arcadis Architects, Engineers and
Landscape Architects, a New York
General Partnership
59-61 Court Street
Suite 300
Binghamton, NY 13901
United States
Phone: 607 772 0007

Date: May 22, 2025
Subject: 2025 Small Capital Project

Dear Annette,

Arcadis Architects, Engineers and Landscape Architects (Arcadis) is pleased to provide this proposal for architectural and engineering services for the Gilbertsville-Mt. Upton Central School District 2025 Small Capital Project. The scope of the project consists of exterior door replacement.

All architectural and engineering services will be provided for a lump sum amount of $11,000, plus direct project related expenses. This fee *does not include* survey costs, environmental reports, or other services identified in the General Provisions contained herein. The scope of services includes the following:

Construction Document Phase

1. Prepare Drawings and Specifications for public bidding and submission to the State Education Department for review and approval.
2. Prepare necessary State Education Department paperwork for project approval to include: Scope of Proposed Project Form #FP-SP; Checklist Form #FP-CL; Evaluation of Existing Building Form #FP-EEB; Approval of Final Plans and Specifications Form #FP-F; Code Compliance Checklist Form #FP-CCC; letter/forms regarding asbestos; and letter to appropriate highway official.
3. Develop an Opinion of Probable Construction Cost.

Bidding Phase

1. Distribute bid documents to bidders. (Cost of reproduction of plans/specifications and distribution is not included in fee.)
2. Field questions from bidders, prepare and issue addenda as required.
3. Attend bid opening, and assist Owner in evaluation of bids received, recommendation for award of contracts, and preparation of contracts for construction.

Construction Administration Phase

1. Perform final walk-through and issue final punch list.
2. Submit Certificate of Substantial Completion and various assurances to the State Education Department in accordance with the Department's requirements.
3. Prepare Certificate of Final Completion.

Ms. Annette Hammond
Gilbertsville-Mt. Upton CSD
May 22, 2025

General Provisions

1. Direct project related expenses are not included in the above lump sum fee, and will be invoiced in accordance with the enclosed rate schedule.
2. Arcadis will provide project supervision in accordance with Education Law § 7209 (3), and review of construction per 19 NYCRR 444, including review of the work for general conformity with the Contract Documents and applicable provisions of the Building Code of New York State.
3. Design will be in accordance with the applicable provisions of the Building Code of New York State and State Education Department Planning Standards.
4. Arcadis will make periodic visits to the site to determine if work is in accordance with the intent of the Contract Documents, and will endeavor to guard the Board of Education against defects and deficiencies of the work of contractors, but there is no guarantee regarding the performance of the contracts or reconstruction methods and procedures.
5. Services will be invoiced on a monthly basis, and will be based on a percent of work completed by phase. Payments for services are due and payable thirty (30) calendar days from the date of invoice.
6. Any additional items you wish to have investigated, extended services that are desired, and any out of scope services requested will be provided on an hourly basis, plus direct project related expenses, invoiced in accordance with the rate schedule in effect at the time services are requested. Additional services will be provided upon written request and approval by the Owner.
7. If this project is suspended in whole or in part, Arcadis will be compensated in full for all time and direct project related expenses accrued up to the date of receipt of written notice from the Owner of suspension or abandonment.

This Letter of Agreement shall serve as the basis for our working relationship with Gilbertsville-Mt. Upton Central School District. We request that you sign in the appropriate place below, retain one copy and return one copy to our office.

Please contact our office if you have any questions. We appreciate this opportunity to be of service.

Sincerely,
Arcadis Architects, Engineers and Landscape Architects, a New York General Partnership

Steve Thesier, RA
Associate Principal

We agree to the above stated terms and conditions.

Gilbertsville-Mt. Upton Central School District

Date: _____ By: _____

RESOLUTION

At a Regular Meeting of the Board of Education of the Gilbertsville-Mount Upton Central School District (the "District");

WHEREAS, the District is the owner of real property located at 693 State Highway 51, Gilbertsville, NY 13776 (the "Premises"); and

WHEREAS, the DCMO Board of Cooperative Educational Services ("BOCES") wishes to lease a portion of the Premises from the District in order to facilitate BOCES' provision of educational services; and

WHEREAS, such portion of the Premises is currently not needed for School District purposes; and

WHEREAS, the District and BOCES desire to enter into a lease agreement for such portion of the Premises for a term commencing on September 1, 2025 and expiring June 30, 2026 (the "Lease Agreement"); and

WHEREAS, the Board of Education has determined that the Lease Agreement is in the best interest of the District; and

NOW, THEREFORE, be it resolved as follows:

1. The Board determines that so much of the Premises as being leased to BOCES pursuant to the Lease Agreement is currently not needed for School District purposes and it is in the best interest of the District to lease such property to BOCES for an amount not less than fair market value.

2. The Lease Agreement between BOCES and the District is contingent upon the terms set forth in the agreement.

3. The Lease Agreement is hereby approved and the Superintendent is authorized to execute the same on behalf of the District in substantially the form presented to the Board at this meeting.

4. This resolution shall take effect immediately.

_____AYES _____ NAYES

Dated: _____ _____

District Clerk

GILBERTSVILLE-MOUNT UPTON CENTRAL SCHOOL

Workplace Violence Prevention Program

Date Approved: TBD

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Introduction

What is Workplace Violence?
Any physical assault or acts of aggressive behavior occurring where a public employee performs any work-related duty in the course of their employment including but not limited to:

- An attempt or threat, whether verbal or physical, to inflict physical injury upon an employee;
- Any intentional display of force which would give an employee reason to fear or expect bodily harm;
- Intentional and wrongful physical contact with a person without his or her consent that entails some injury;
- Stalking an employee with the intent of causing fear of material harm to the physical safety and health of such employee when such stalking has arisen through and in the course of employment.

What is the New York State Workplace Violence Prevention Law and Regulation?
On June 7, 2006, New York State enacted legislation creating a new Section 27-b of State Labor Law that requires every public employer to evaluate the risk of workplace assaults and homicides at its workplace(s) and to develop and implement programs to prevent and minimize the hazard of workplace violence to public employees. In 2009, NYS Department of Labor (DOL) implemented regulations to accompany the Workplace Violence Prevention Law. These regulations can be found at 12 NYCRR 800.6 and are enforced by NYSDOL. Effective January 4, 2024, all public schools & BOCES previously exempted under Section 2801 of the Education Law must comply with 12 NYCRR Part 800.6.

Purpose of this program:

The purpose of this Workplace Violence Prevention Program is to provide information to managers, supervisors, employees, and authorized employee representatives about preventing and responding to incidents of workplace violence or threats of violence in accordance with the Workplace Violence Prevention Law and Regulation. Authorized Employee Representatives must be included in the physical evaluation of the workplace, the development of the WPV written program, and the annual review of WPV incident reports.

The goal of this program is to reduce the probability of threats or acts of violence in the workplace and to ensure that any incident, complaint, or report of violence is taken seriously and dealt with appropriately and as expeditiously as possible. This program outlines the major components of our effort to meet these goals. At the core of this Workplace Violence Prevention Program is the District/BOCES commitment to work with employees to maintain a work environment free from violence and other disruptive behavior to the greatest degree possible.

Policy Statement

The Gilbertsville-Mount Upton Central School is committed to the safety and security of our employees. Workplace violence presents a serious occupational safety hazard to our District, staff, and students. Threats, threatening behavior, or acts of violence against Gilbertsville-Mount Upton Central School employees where any work-related duty is performed will be thoroughly investigated and appropriate action will be taken, including summoning criminal justice authorities when warranted. All employees are responsible for helping to create an environment of mutual respect for each other as well as students, following all policies, procedures and program requirements, and for assisting in maintaining a safe and secure work environment.

This policy is designed to meet the requirements of NYS Labor Law 27b and highlights some of the elements that are found within our Workplace Violence Prevention Program. The process involved in complying with this law included a workplace evaluation that was designed to identify the workplace violence hazards our employees could be exposed to. Authorized Employee Representative(s) will, at a minimum, be involved in:

- The evaluation of the physical environment;
- The development of the Workplace Violence Prevention Program and;
- The review of workplace violence incident reports at least annually to identify trends in the types of incidents in the workplace and review of the effectiveness of the mitigating actions taken.

All employees will participate in the annual Workplace Violence Prevention Training Program.

The goal of this policy is to promote the safety and well-being of all people in our workplace. All incidents of violence or threatening behavior will be responded to immediately upon notification.

All Gilbertsville-Mount Upton Central School personnel are responsible for notifying the contact person designated below of any violent incidents, threatening behavior, including threats they have witnessed, received, or have been told that another person has witnessed or received.

Designated Workplace Violence Officers Contact:

Primary Contact		**Secondary Contact**	
Name	Heather Wilcox	Name	Annette Hammond
Title	Prek-12 Principal	Title	Superintendent
Department	Administration	Department	Administration
Phone	607-783-2207 x.103	Phone	607-783-2207 x.140
Location	Main Office	Location	District Office

Workplace Risk Assessment

The District has conducted a workplace risk assessment consisting of:

- Examination of records that concern workplace violence incidents,
- Assessment of policies, practices, and procedures that may impact the risk of workplace violence, and

- Evaluation of the physical work environment for the presence of factors which may place employees at risk of workplace violence, with the participation of the authorized employee representatives. Although workplace violence can occur in any work setting, some settings or factors may pose a greater degree of risk. Employment situations or factors that may pose a higher risk for the district employees include, but are not limited to, the following:
    - Working in public settings
    - Working late night or early morning hours
    - Exchanging money with the public
    - Working alone or in small numbers
    - Working in a setting with uncontrolled access to the workplace
    - Working in a setting where previous security problems have occurred:
        - Having a mobile workplace assignment
        - Working with a population which might expose one to potentially violent persons (e.g. in healthcare, social service, public service, or criminal justice settings)
        - Having duties that include the delivery of passengers, goods, or services

Risk factors identified during the examination, assessment and evaluation are listed in Appendix 1 and includes a sample Risk Assessment Evaluation Form, along with the methods and means by which each risk is being addressed. The employer is responsible for addressing all risk factors that their employees are potentially exposed to.

Any incidents that may occur after the implementation of this program must be carefully documented and analyzed in order to make improvements to this program during the required annual review or as necessary.

Control methods that the District will use to prevent workplace violence incidents

Hierarchy of Controls

There are three main types of control measures that may be implemented as part of a safety program to protect employees from recognized hazards. The following types of controls are arranged in order of preference and effectiveness - this is referred to as the "hierarchy of control measures".

Hierarchy of Controls

- Engineering controls
- Administrative controls
- Personal Protective Equipment (PPE)

Engineering Controls eliminate or reduce the hazard through substitution or design (possible capital project).

Examples include:

- Increased lighting
- Designing secure building access
- Security hardware
- Eliminating isolated work areas
- Minimizing "cash on hand"

Administrative Controls eliminate or reduce the hazard through organizational policies, procedures, and work practices (staff promulgated action). (Refer to District-Wide School Safety Plan, Code of Conduct, Sexual Harassment Policy, Employee Handbook, other Safety and Health plans, etc.).

Examples include:

- Increased staffing
- Employment of safety personnel/SRO, SPO, SSO
- Developing building access control procedures
- Cross-shift communication to share information regarding agitated visitors or students
- Reduction of visitor wait times
- Provision of personal alarms (examples include: portable/fixed panic alarms)
- Provision of cell phones/radios
- Provision of life safety supplies (examples include: first aid kit, stop the bleed kit, etc.)
- Training (examples include: workplace violence, conflict resolution, de-escalation training, mental health first aid, restraint training (TCI, CPI))

Personal Protective Equipment (PPE)

PPE is generally considered the least desirable form of control but may be needed to enhance other controls and/or minimize potential injury severity when other controls fail. Reference to special education and student IEPs to determine and develop what types of materials are necessary to protect staff.

Examples include:

- Eye and face protection (examples include: goggles, face shield)
- Hand/Arm protection
- Leg/Foot protection
- Head protection

Prevention

Prevention of violence in the workplace is the responsibility of every employee. The following section focuses on early warning signs and workplace issues that have the potential to trigger violent behavior. Management, employees, and authorized employee representatives should be familiar with the issues below in order to become aware of and to reduce the likelihood of workplace violence.

Early warning signs of potential violence:

There is no single "profile" that can identify a potentially dangerous individual. However, certain patterns of behavior and events frequently precede episodes of violence.

- A list of indicators of increased risk of violent behavior include, but are not limited to the following: Direct or veiled threats of harm
- Intimidation, belligerence, bullying or other inappropriate behavior directed at others
- Numerous conflicts with supervisors and employees; verbal comments indicating expressions of hostility directed at coworkers, supervisors, or others
- Bringing an unauthorized weapon to work, brandishing a weapon in the workplace, making inappropriate reference to guns or fascination with weapons
- Fascination with incidents of workplace violence, statements indicating approval of the use of violence to resolve a problem, or statements indicating identification with perpetrators of workplace homicides
- Statements indicating an increased tone of desperation from the person, feeling that normal interventions to solve the problem will not work, feeling hopeless about a situation at work, with family, financial, and other personal problems
- Signs of abuse of drugs/alcohol on or off the job
- Extreme or uncharacteristic changes in behavior or displays of emotion
- Employees with ongoing domestic difficulties
- Employees with a temporary order of protection against any staff

These behaviors should be reported to an employee's supervisor and/or the administrator of this program. Some behaviors may require immediate law enforcement intervention where others may require disciplinary action or indicate a need for an Employee Assistance Program (EAP) referral or other employee assistance, if available.

Workplace issues that may trigger violence:

Listed below are two categories of common issues that may trigger workplace violence.

1. **Employee issues (some examples include):**

- Negative performance review
- School Climate/Student behavior
- Unwelcome change in role due to performance or reorganization issue
- Criticism of performance
- Conflict with coworker or supervisor
- Personal stress outside the workplace
- Increased workload or pressure, e.g. deadlines, projects, etc.

2. **Workplace issues (any of the following may be an employee's perception of issues)**

- No clearly defined rules of conduct
- Lack of training

- Inadequate hiring practices/screening of potential employees
- Insufficient supervision
- Lack of discipline or inconsistent discipline in workplace
- Lack of or inadequate employee support systems
- Failure to address incidents as they occur
- Overly authoritarian management style

Taking this into account, there are three key elements that may help to prevent a violent situation from occurring:

- Recognizing the early warning signs (such as a change in a person's behavior preceding an episode of violence)
- Recognizing issues or events that may trigger violence
- Early intervention to prevent a violent incident from occurring

Please note:
It is important to be careful when drawing assumptions or relying solely on any of the above behaviors as indicators of violence.

Reporting an Incident

At the core of this Workplace Violence Prevention Program is the District commitment to work with its employees to maintain a work environment free from violence and other disruptive behavior to the greatest degree possible.

Any District employee, upon becoming aware of an instance of physical assault, threatening behavior, or verbal abuse occurring in the work setting must immediately report the facts and circumstances of said incident to their supervisor and/or to the contact person identified in the Policy Statement. In the event that employees observe or experience an incident of violence involving an employee or visitor to a District/BOCES in which there is an immediate threat to their safety or the safety of others or where an injury has occurred, the employee will immediately obtain law enforcement and medical assistance by calling 911 and in addition notify their immediate supervisor. The supervisor will immediately conduct a preliminary inquiry into the facts and circumstances of the incident and make a prompt report to the Workplace Violence Officers using the Incident Report in Appendix 3.

Where a developing pattern of workplace violence incidents which may involve criminal conduct or serious injury exist, the District will attempt to develop a protocol with the appropriate local District Attorney or Police agency to ensure that violent crimes committed against employees in the workplace are promptly investigated and appropriately prosecuted.

Retaliation against an employee who makes a good faith report of violence or other disruptive behavior is strictly prohibited and shall be subject to appropriate corrective or disciplinary measures. An employee who, in bad faith makes a false report, is also subject to disciplinary action.

Post-Incident Response

Any reported workplace violence incident will be thoroughly investigated. (Also see Program Review section below). The LEA and Workplace Violence Officers shall investigate each reported incident.

- Assure that injured employees receive prompt and appropriate medical care (This includes, but is not limited to, providing transportation of the injured to medical care. Prompt first aid and emergency medical treatment can minimize the harmful consequences of a violent incident.)
- Report the incident to the appropriate authorities as required by applicable laws and regulations
- Inform management about the incident in writing
- Secure the premises to safeguard evidence and reduce distractions during the post incident response process
- Prepare an incident report immediately after the incident, noting details that might be forgotten over time (Appendix 3 contains a sample incident report form)
- Address the need for appropriate treatment for victimized employees (In addition to physical injuries, victims and witnesses may suffer psychological trauma, fear of returning to work, feelings of incompetence, guilt, powerlessness, and fear of criticism by supervisors or managers.)

*In the event that critical incident management or crisis counseling is needed following a workplace violence incident in the workplace, arrangements will be made through management, employee unions, applicable supervisor, and/or the Workplace Violence Officer.

Note* - This is not a requirement of the law or regulation.

Employee Training

All employees will be informed of the requirements of the law, the risk factors in their workplace, and the location of the written workplace violence prevention program. Training is also required for employees on the measures they can take to protect themselves from the risks identified in the assessment and the details of the written workplace violence prevention program. Employee workplace violence training is to be provided annually.

Training of every employee will be performed before initial assignment and annually thereafter. Retraining is required any time there is a significant change to the program, a risk factor, or work control. Required training topics are listed in the Training Outline in Appendix 2.

Recordkeeping Requirements

The record keeping requirements outlined in 12 NYCRR Part 801, Recording and reporting Public Employees' Occupational Injuries and Illnesses (DOSH 900), must be used to document recordable injuries sustained during workplace violence incidents.

In addition to Part 801, all incidents will be investigated and documented to ensure that all threats and workplace violence incidents are reported to management. These reports will provide written notification when a violence incident occurs so that management can develop an appropriate response. The Incident Report will also create a historical record that can be used in the annual review and program update. (A sample incident reporting form is attached as Appendix 3 of this document)

Program Review Plan

Local Education Agency (LEA), Designated Workplace Violence Officer, with the Authorized Employee Representatives, shall evaluate the effectiveness of this Workplace Violence Prevention Program and reports submitted, at least annually or after any serious incident.

Review of Incident Reports

Each incident report must be investigated by the employer (or the employer's designated WVP team) when the incident occurs.

An annual review of the incident reports collected shall be reviewed by the Safety Committee. A report that provides only a summary or statistics is not acceptable per the regulation.

Program Review

Review of the program, where the mitigating actions taken in response to any incident, shall be reviewed at least annually and the review will need to focus on trends, addressing root cause, and the effectiveness of the control measures in place or the need to make changes. The review will also assess whether the reporting and recordkeeping systems have been effective in collecting all relevant information. (See Appendix 4)

Following the submission of a written notice of concern regarding the employer's workplace violence program or that an imminent danger exists, the employer must be afforded a reasonable opportunity to address the reported concern. If the employee or authorized employee representative believes that the reported concern has not been resolved and a serious violation of the District workplace violence prevention program still exists, the employee or authorized employee representative may request an inspection by notifying the Commissioner of Labor.

For additional information on recordkeeping or workplace violence prevention, or to request free and confidential consultation assistance, please use the contact information on the Consultation Fact Sheet available here:
https://dol.ny.gov/system/files/documents/2023/10/p206-pesh-consultation-fact-sheet.pdf

APPENDICES

APPENDIX 1

Gilbertsville-Mount Upton Central School
Site Risk Assessment

Facility Name: _____
Date of Survey: _____
Facility Address: _____

Names/Titles/Organization for those conducting assessment:

Employer Rep's:
_____

Employee Rep's:
_____

Area Assessed	**Yes**	**No**	**Comment** (if not applicable indicate with an N/A)
General:			
Employees work in public setting			
Employee work late at night or early morning hours			
Employees work alone or in small numbers			
Employees exchange money as part of job			
Employees work in location with uncontrolled public access			
Employees work in area of previous security concerns			
Employees work with public			
Employees work in high crime area			
Employees work with volatile persons			
Does facility have posted evacuation plan/map			
Does facility conduct routine evacuation/fire drills			
Are electric panels locked to prevent unauthorized access			
Is shrubbery, trees and landscaping maintained to minimize obstructions to entrances and exits			

Security:			
Does the facility use Resource Officers? If yes, # R.O. per facility			
Is security or law enforcement present at this location? If yes list # present per shift:			
Is security/law enforcement posted at entrances If yes, list entrances			
Do security/law enforcement personnel patrol facility			
Are I.D. badges required to be worn by all personnel			
Are students required to use school issued I.D. badges when on premises			
Is card reader or equivalent required for entry to facility			
Is facility equipped with metal detectors			
Is facility equipped with security cameras			
Is facility equipped with panic buttons			
Are visitors permitted to enter facility			
Are visitors required to wear visitor I.D. badges			
Are emergency contact names and phone numbers posted in each occupied room			
Is each room equipped with a telephone or radio to call for help when needed			
Parking Lots:			
Are parking areas protected with security/ law enforcement personnel			
Are parking areas patrolled by security/law enforcement personnel			
Are parking areas equipped with security cameras			

Are parking areas equipped with lights			
Offices:			
Do office areas have controlled access			
Is office area separated from entrance with privacy glass			
Is office area equipped with panic alarm			
Are offices equipped with telephones to call 911			
Are telephones or radios used to communicate with facility personnel			
Are office doors equipped with door locks to prevent unauthorized access			
Do employees receive De-escalation training			
Classrooms:			
Are evacuation maps posted in each classroom			
Are classroom doors equipped with locks to restrict access			
Are classrooms equipped with telephones			
Are classroom personnel equipped with radios			
Is personal protective equipment provided to all classroom personnel as needed			
Are classroom personnel exposed to violent behavior from students			
Do classroom personnel receive De-escalation training			
Are classroom personnel informed of students with behavioral issues prior to student placement in classroom			
Have classroom personnel been provided with training on working with students with behavioral issues			

Are windows locked to prevent uncontrolled access			
Is availability to items that can be used as weapons by students minimized			
Are classrooms equipped with security cameras			
Cafeteria:			
Is access restricted to authorized personnel only			
Does cafeteria personnel exchange money with students and staff			
Are cafeteria personnel provided with necessary personal protective equipment			
Is cafeteria equipped with security cameras			
Is cafeteria locked when not in use			
Is cafeteria staff provided with telephones and/or radios			
Are evacuation maps posted at all exits			
Auditorium:			
Are all entrances kept locked when not in use			
Is auditorium, stage, backstage equipped with security cameras			
Is auditorium, stage, backstage equipped with security lighting			
Is backstage entrance restricted to authorized personnel only during events			
Are catwalks, light towers, etc. restricted to authorized personnel only			
Is auditorium patrolled by security/law enforcement during events			
Gymnasium:			

Does gymnasium have exterior lighting around all entrances and exits			
Are locker rooms locked or monitored to prevent unauthorized entry			
Is the area patrolled by security/law enforcement during events			
Is gymnasium equipped with security cameras			
Athletic Fields			
Is security/law enforcement present for all sporting events home & away			
Are athletic fields protected from unauthorized entry with fences			
Are athletic fields equipped with security/event lighting			
Are I.D.s required to be worn by school personnel at sporting events			
Bus Garage & Busses			
Are all busses equipped with radios			
Are all busses equipped with security cameras			
Is somebody available to respond to all radio calls from drivers that are on road			
Are I.D.s required by individuals getting on busses			
Do all bus runs have two employees on board for each run			
Are busses secured or locked when not in use			
Is bus garage equipped with security cameras			
Is bus garage locked when vacant			
Field Trips:			
Do school personnel have a copy of emergency contact names and numbers for administration			

Does school personnel verify I.D. of each student at beginning and end of trip			
Do chaperones receive security briefings prior to trip			
Building & Grounds:			
Are buildings equipped with security cameras			
Are buildings equipped with security lighting			
Are buildings/rooms locked when not in use			
Are employees provided with radios			
Is equipment locked up when not in use			
Staff Meetings & Conferences:			
Do security/law enforcement personnel patrol facility during these events			
Do school personnel receive de-escalation training			
Are metal detectors utilized for after hour activities such as conferences & meetings			

Assessment completed by:

Name(s):	
Title(s):	
Signature(s):	

Identified Risks and Control Methods

Risks identified in the hazard assessment and corresponding control methods to reduce those risks, are shown in the tables below for each of our facilities:

2025 GMU Central School -Identified Risk	Selected Control(s)	Comments
Push Button Locks Needed	Engineering Control	The doors to the serving/kitchen area do not have push button locks – key lock only. Push button locks should be installed to quickly secure the kitchen area.
2024 GMU Central School -Identified Risk	**Selected Control(s)**	**Comments**
Security Camera	Engineering Control	A security camera is needed for the parking lot nearest the playground. An additional camera(s) is needed to cover more of the playground. Additional camera to cover the bus garage main entrance door, next to the employee parking lot. ***This item has been identified and fixed by installing cameras.***
Additional Signage Needed	Engineering Control	Signage no entrance to the bus circle for drop-off and dismissal runs. A sign indicating Main Entrance, direction of student drop-off and parking lots. ***This item has been identified and fixed by installing signage.***
Lockdown Button	Engineering Control	The lockdown button is part of the 2024 capital project plan. The button should be integrated into the existing system that can restrict the key fob door entry system to law enforcement and Admin/designated personnel. ***This item has been identified and fixed by installing lockdown button.***
Radios	Administrative Control	A purchase request for a long-term lease on a facility repeater has been submitted. ***This item has been identified and fixed by installing a facility repeater.***

APPENDIX 2

Workplace Violence Prevention Training Outline

Information and training for all employees:

I. Overview of Requirements of the Workplace Violence Regulations
   A. Develop a written policy statement - employers must develop a written policy statement about the employer's workplace violence prevention program goals and objectives and provide for full employee participation through an authorized employee representative. The policy statement must be posted where notices to employees are normally posted.
   B. Conduct a risk evaluation - employers must examine their workplace to determine if existing or potential risk factors exist that might place employees at risk of occupational assaults or homicides.
   C. Develop a workplace violence prevention program- employers must develop a program, with input from employees or an authorized employee representative, that, among other things, includes the following: risk factors identified through the risk evaluation; how the identified risks will be addressed; the methods that will be used to try to prevent workplace violence incidents; a system to report and record any workplace violence incidents may occur in the workplace; a written outline or lesson plan for employee program trainings; and a plan to review and update the program at least once a year.
   D. Provide training and information for employees- employers must provide each employee with information and training on the risks of workplace violence in their workplace(s) at least once a year and any time significant changes are made to the workplace violence prevention program.

II. Risk factors and measures that were identified in the risk evaluation.
   A.

2025 GMU Central School – Identified Risk	**Measures Employees Can Take**
Push Button Locks (cafeteria)	Employees should be aware of their surroundings and secure doors as necessary for safety measures. Employees should follow proper emergency procedures.
2024 GMU Central School -Identified Risk	**Measures Employees Can Take**
Security Camera (playground)	Employees should be aware of their surroundings, carry a radio with them at the playground with students, and follow proper emergency procedures.
Additional Signage Needed	Employees should be aware of their surroundings, watch students arriving or being dismissed through parent pick-up or buses. No other vehicles should be in the circle with buses.

	have entered the circle. Bus Drivers should sound the horn if a vehicle is passing a bus while in the circle to alert staff in the area. Employees should follow proper emergency procedures
Lockdown Button	In case of an emergency lockdown, the main office will push the lockdown button (once installed) to close access to the building. Employees should follow proper emergency procedures.
Radios	Staff who use a radio for recess, or gym should communicate emergencies to the main office, district office, SRO, school nurse and custodial staff. Employees should follow proper emergency procedures.

B. Measures that employees can take to protect themselves from the identified risks including specific procedures that the employer has implemented such as:
   i. Incident alert and notification procedures
   ii. Appropriate work practices
   iii. Emergency procedures
   iv. Use of security alarms and other devices
   v. Other existing policies, procedures, and work practices relevant to WPV
   vi. Procedures to report incidents of workplace violence

III. Location of the written workplace violence prevention program and how to obtain a copy (only employers with 20 or more full-time permanent employees are required to maintain a program in writing).

IV. Privacy Concerns

A. How will sensitive information be handled?

Note: Information otherwise kept confidential for security reasons does not have to be disclosed to all employees. Examples of confidential information include but are not limited to information that would interfere with law enforcement investigations or judicial proceedings, would deprive a person of a right to a fair trial, would identify a confidential source or disclose confidential information relating to a criminal investigation, would reveal criminal investigative techniques or procedures except routine techniques and procedures, or would endanger the life or safety of any person.

APPENDIX 3

Workplace Violence Incident Report

Complainant Information:

Name & Title *(unless a privacy concern)*:	
Date of Incident:	Time of Incident:
Location of Incident:	

Witness Information:

Names & Title of Witnesses *(if any)*:
Contact Information of Witnesses:

Nature of Complaint:

Type of Violence *(e.g., physical, verbal, psychological)*:
Description of the Incident, include details leading up to the incident & how it ended *(use additional paper if necessary):*

Any Supporting Documentation:
Attach any relevant documents or evidence (if applicable).

Nature & Extent of Injuries Arising from Incident:

Description of Injuries:

Confidentiality Statement:
All information provided on this form will be treated confidentially to the extent permitted by law. The information will only be shared with individuals who have a legitimate need to know to address the complaint and investigate the incident. *Note: If the case is a 'privacy concern case,' remove the name of the employee who was the victim of the workplace violence and enter **"PRIVACY CONCERN CASE"** in the space normally used for the employee's name. Privacy concern cases include cases involving:

- Injury or illness to an intimate body part or the reproductive system;
- Injury or illness resulting from a sexual assault;
- Mental illness;
- HIV infection;
- Needle stick injuries and cuts from sharp objects that are or may be contaminated with another person's blood or other potentially infectious material; and
- Other injuries or illnesses, if the employee independently and voluntarily requests that his or her name not be entered on the report.

Complainant Signature *(unless privacy concern)*: _____

Print Name *(unless privacy concern):* _____

Date Submitted: _____

(Office Use Only Below Line)

Immediate Action Taken (if any):

Describe any immediate action taken by the employee or others involved:

Investigation Details:

Person Conducting Investigation:
Date of Investigation:
Summary of Investigation:

Recommendations/Actions Taken:

Recommendations for resolution:
Actions taken by the organization:

Follow-Up:

Follow-up actions required:
Date of follow-up:
Person responsible for follow-up:

APPENDIX 4

Workplace Violence Program Maintenance and Review

Program review (annual) completed on: ___May 29, 2025_____

Stakeholders and authorized employee representatives (where applicable)
Members of the District Wide Safety Committee
Union Representatives: GMUTA President and CSEA President

Plan and Contact information:
The most current version of this plan will be made available to employees, their authorized representatives, and to representatives of the NYS Department of Labor by contacting or visiting the district website http://www.gmucsd.org.

Designated Workplace Violence Officer Contact:

Primary Contact		**Secondary Contact**	
Name	Heather Wilcox	Name	Annette Hammond
Title	Prek-12 Principal	Title	Superintendent
Department	Administration	Department	Administration
Phone	607-783-2207 x. 103	Phone	607-783-2207 x. 140
Location	Main Office	Location	District Office

INVO HEALTHCARE ASSOCIATES, LLC
AND
Gilbertsville Mount-Upton Central School District

MASTER SERVICES AGREEMENT FOR EDUCATION AND EDUCATION RELATED SERVICES

This Master Services Agreement ("Agreement") is entered into as of June 4th, 2025 ("Effective Date"), by and between Invo Healthcare Associates, LLC ("Invo"), a Delaware limited liability company with a principal place of business at 4200 W Cypress Street, Suite 550, Tampa, Florida 33607, and Gilbertsville Mount-Upton Central School District ("Client"), having a principal place of business at 693 State Highway 51, Gilbertsville, NY, 13776. Invo and Client may be referred to individually as a "Party" or collectively as the "Parties."

WHEREAS Invo provides professional services to school districts under various models (collectively, the "Service Models"); including but not limited to:

- **IMPACT (Integrated, Multi-disciplinary Program to Address Childhood Trauma)**
- **Behavior Coaching**
- **ABLE (Assessment of the Behavioral Learning Environment)**
- **Staffing**

WHEREAS Client needs one or more of the above Service Models above, and as described in one or more Scope of Work Exhibits.

WHEREAS the Parties desire to enter into this Agreement to govern the terms and conditions of the services provided under such Scope of Work Exhibit.

NOW, THEREFORE, in consideration of the mutual covenants and promises contained herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. Term of Agreement

This Agreement shall commence on the Effective Date and remain in effect until December 31st, 2025 unless earlier terminated in accordance with this Agreement. Thereafter, the Agreement shall automatically renew for successive terms unless either Party provides written notice of non-renewal at least thirty (30) days prior to the expiration of the then-current term.

2. Service Models and Scope of Work

Client may engage Invo to provide one or more distinct Service Models under this Agreement. Each Service Model shall be documented in a written Scope of Work Exhibit, which defines the specific scope of services, deliverables, and any applicable timelines. The following Service Model(s) will be provided under and incorporated into this Agreement: **Exhibit A: Behavior Coaching Scope of Work**

3. Intellectual Property

The client acknowledges that Invo owns the exclusive right, title and interest to any and all Intellectual Property rights, including, but not limited to the Service and Service Models provided herein. Intellectual Property includes, but is not limited to, any or all of the following: (a) patents, patent disclosures, and inventions (whether patentable or not); (b) trademarks, service marks, trade dress, trade names, logos, corporate names, and domain names, together with all of the goodwill associated therewith; (c) copyrights and copyrightable works (including computer programs), mask works, and rights in data and databases; (d) Trade Secrets, know-how, and similar Confidential Information; and (e) all other intellectual property rights, in each case whether registered or unregistered and including all applications for, and renewals or extensions of, such rights, and all similar or equivalent rights or forms of protection provided by applicable law in any jurisdiction throughout the world.

Except as expressly permitted hereunder, Client shall not directly or indirectly: reverse engineer, decompile, disassemble or otherwise attempt to discover the source code, object code or underlying structure, ideas or algorithms of the Service or Service Models or any software, documentation or data related to or provided with the Service or Service Models (whether Invo-proprietary or third party-proprietary); modify, translate, or create derivative works based on the Service or Service Models; or copy, rent, lease, distribute, pledge, assign, or otherwise transfer or encumber rights to the Service or Service Models; knowingly or negligently use or access the Service or Service Models to build or support, and/or assist a third party in building or supporting, products or services competitive to Invo; knowingly or willfully use the Service or Service Models in any manner that is intended to damage, disable, overburden, impair or otherwise interfere with Invo's provision of the Service or Service Models.

4. Billing and Invoicing

Invo shall issue a single Invoice to the Client for the full contract price of the services rendered under this Agreement. The Invoice will be due and payable within thirty (30) days from the date of issuance. Any unpaid balance remaining after sixty (60) days from the Invoice date shall accrue interest at a rate of 1.5% per month (18% per annum). An administrative fee of $50.00 may be charged if the Invoice requires original, hard-copy documentation.

5. Contract Price and Payment Terms

The total Invoice price for the services under this Agreement and outlined in Exhibit A-Behavior Coaching Scope of Work is $90,000.

Invo anticipates full and prompt remittance of amounts due in the following payment installments:

Installment 1: Due on or before July 1, 2025 in the amount of $18,689
Installment 2: Due on or before August 31st, 2025 in the amount of $71,311

The preferred method of payment is through the Automated Clearing House Processing System ("ACH") upon conditions of Invoice – related banking information:

Bank Name:	Fifth Third Bank
Routing/ABA #	042000314
Account #	7027701015
Account Name	Invo Healthcare Associates, LLC

Checks may alternatively be mailed to the following address:

Postal Mail: Invo Healthcare Associates, LLC
PO BOX 639867
CINCINNATI OH 45263

If Client elects to pay with a credit card, Invo will assess a credit card processing fee equal to four percent (4%) of the total cost.

6. Contact Information

The Client hereby designates the following individual to be contacted for any billing and/or payment matters including, but not limited to, Invoices, purchase orders, documentation, and accounts receivable:

Contact Name:	Annette Hammond, Superintendent
Address:	693 State Highway 51, Gilbertsville, NY, 13776
Phone:	607-783-2207
Email:	ahammond@gmucsd.org

Inquiries of the Client to Invo should be directed to the Accounts Receivable Representative at (800) 434-4686 ext. 636.

7. Insurance

A. Provided by Invo

Invo shall maintain the following insurance coverage during the term of this Agreement: (i) Professional Liability Coverage with limits of no less than $1,000,000 per occurrence and $3,000,000 in the aggregate; (ii) Worker's Compensation Insurance including occupational disease coverage in accordance with all state and federal requirements and (iii) Cyber Liability Insurance at a limit of not less than $1,000,000 per occurrence for data breach, media liability and third party cyber liability.

B. Provided by Client

Client shall maintain the following insurance coverage during the term of this Agreement: Comprehensive General Liability with bodily injury and property damage with combined single limits of not less than $1,000,000 per occurrence and $3,000,000 in the aggregate, naming Invo as an additional insured.

Upon request, the parties agree to provide each other with insurance certificates evidencing the requisite insurance coverage, which contains a provision that the coverage afforded under the policies will not be cancelled without thirty (30) days written notice.

8. Indemnification and Limitation of Liability

The parties hereto agree to indemnify, defend and hold harmless, each other and their respective parents, subsidiaries and affiliates, directors, officers, agents, servants and employees, from and against any and all claims, demands, causes of action, proceedings, losses, damages, fines, penalties, liabilities, judgments, orders, costs and expenses including, without limitation, reasonable attorney's fees and legal costs, sustained or incurred by or asserted against the party seeking indemnification by reason of, arising from,

or in any way attributable to the duties, responsibilities or obligations of the other party under and during the term of this Agreement; any gross negligence, wrongful act, intentional act, or omission of or by the other party, their agents, servants, employees, officers, representatives or subcontracts, provided that this indemnification shall not apply to the sole negligence or wrongful act of the party seeking indemnification, their agents, servants, employees, officers, representatives, subcontractors and related entities. The aforesaid indemnification shall survive termination of this Agreement.

To the extent permitted by applicable law, Invo shall not be liable for any indirect, incidental, special, or consequential damages, including but not limited to lost profits or loss of data, arising out of or in connection with the services provided under this Agreement. Invo shall also not be held responsible for the unavailability of a particular Service Provider or for delays in fulfilling a staffing request due to factors beyond Invo's reasonable control. Furthermore, Invo shall not be liable for actions taken by Service Providers outside the scope of their duties or in a manner inconsistent with the direction and policies provided by Invo.

TO THE EXTENT PERMITTED BY LAW, Invo EXCLUDES ALL WARRANTIES INCLUDING THE IMPLIED WARRANTY OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND NON-INFRINGEMENT OF ANY INTELLECTUAL PROPERTY. THE TOTAL LIABILITY OF Invo FOR ANY CLAIMS UNDER THIS PARAGRAPH, INCLUDING FOR ANY IMPLIED WARRANTIES, IS LIMITED TO THE AMOUNT PAID TO Invo.

9. Termination of Agreement

Either party may terminate this Agreement upon forty-five (45) days written notice to the other party. In the event Client terminates the Agreement, Client will be responsible to pay for: (i) all services performed by Service Provider through the effective date of termination; and (ii) any non-refundable or prepaid expenses related to the placement of Service Providers.

Invo may terminate the Agreement immediately upon notice to Client if; (i) Client fails to pay any Invoice within sixty (60) days of its due date; or (ii) materially breaches any provision of this Agreement and fails to cure such breach within fifteen (15) day after written notice, or (iii) any petition is filed or proceeding is commenced by or against Client for adjudication as a bankrupt or insolvent entity under federal bankruptcy law or any other bankruptcy and insolvency act; or a proceeding for reorganization is filed by or instituted against Client; or Client makes an assignment for the benefit of creditors; or a proceeding is filed or instituted for the appointment of a receiver for Client.

10. Non-Solicitation

During the term of this Agreement and for a period of twelve (12) months thereafter (the "Non-Solicitation Period"), Client agrees not to, either directly or indirectly through a third party, hire, attempt to hire, contract with independently, or solicit for employment a Service Provider who is employed by Invo or was referred to Client by Invo, whether Client accepted placement of the Service Provider, interviewed Service Provider or reviewed the Service Provider's resume or background information. Client acknowledges that this Non-Solicitation provision is reasonable and necessary for the protection of Invo's valid business interests, and that failure to comply with the Non-Solicitation provision will cause immediate and irreparable injury to Invo. In the event of the actual or threatened breach of this Non-Solicitation provision by Client, Invo shall be entitled to immediate injunction by a court of competent jurisdiction to prevent and restrain such breach, and Invo shall be entitled to recover its costs, including reasonable attorney's fees and expenses in addition to any other legal or equitable relief to which it may be entitled.

11. Provider Requirements and Compliance
    A. Licensure
    All Invo Providers shall hold the appropriate credentials and licensure required for their respective roles.

    B. Screening
    Invo will ensure that all Providers meet the necessary qualifications and adhere to relevant standards. Invo will comply with all District required background screenings. Invo will ensure all Providers pass the following screenings, subject to applicable law:
    - Criminal background check (including sexual offender registry)
    - TB and communicable disease clearance
    - Professional reference checks

    C. Employment Status
    All Invo Providers shall be employees or subcontractors of Invo. Invo is solely responsible for wages, benefits, supervision, and training.

    D. OSHA Compliance
    Invo will provide training to its Providers regarding bloodborne pathogens and OSHA safety regulations to ensure compliance with OSHA standards.

    E. HIPAA and FERPA Compliance
    Invo and its Providers will comply with all applicable laws and regulations, including the Health Insurance Portability and Accountability Act ("HIPAA"), for the protection of health information and the Family Educational Rights and Privacy Act ("FERPA"), for access to educational records, ensuring the confidentiality and privacy of client and student data.

12. Client Responsibilities
    A. Designated Liaison
    Client shall assign a liaison to coordinate logistics, address scheduling, and provide access to classrooms and educators.

    B. Onboarding and Integration
    Client will provide orientation to internal procedures, documentation protocols, and expectations.

    C. Equipment and System Access
    Client will supply necessary materials and grant access to any digital platforms required for communication or documentation (e.g., observation forms, educator portals).

    D. OSHA Compliance
    Client shall provide site-specific training and access to personal protective equipment (PPE) as needed for compliance with OSHA regulations.

13. Confidentiality

The Parties agree to keep the terms of this Agreement confidential and not to disclose the terms to any third party. Client agrees to inform all persons, whether employees, contractors, or agents of Client, with knowledge of the terms of the Agreement and the confidentiality provisions contained herein.

The parties agree that they may, from time to time, disclose "Confidential Information" to one another. For purposes of this Agreement, the term "Confidential Information" shall include, but not be limited to, any nonpublic or proprietary information or materials relating to business and marketing strategies and activity, pricing information, financial and budget information, customer lists, information about the education, background, experience, and skills possessed by employees, employee compensation information, service and sales concepts, service, sales methodology or techniques, or any information which a party deems confidential. The Parties will not disclose Confidential Information to any third Party without the prior written consent of the other party and shall take all necessary measures to prevent any unauthorized disclosure by its employees, agents, contractors, or consultants.

The following shall not be considered Confidential Information for purposes of this Agreement: (i) Information which is or becomes in the public domain through no fault or act of the receiving Party; (ii) Information which was independently developed by the receiving Party without the use of or reliance on the disclosing Party's Confidential Information; (iii) Information which was provided to the receiving Party by a third Party under no duty of confidentiality to the disclosing Party; or (iv) Information which is required to be disclosed by law with no further obligation of confidentiality, provided, however, prompt prior notice thereof shall be given to the Party whose Confidential Information is Involved.

14. Notice

Any notice required to be given hereunder shall be in writing and shall be either hand delivered, mailed via certified mail, or mailed via overnight courier to the addresses set forth below and effective upon mailing.

A. **INVO HEALTHCARE ASSOCIATES, LLC**
4200 W Cypress Street, Suite 550
Tampa, Florida 33607
Phone: (267) 488-5982
Attention: Morgan Dooley, Contracts Manager

B. **Gilbertsville Mount-Upton Central School District**
693 State Highway 51
Gilbertsville, NY, 13776
607-783-2207
Attention: Annette Hammond, Superintendent

15. Assignment

This Agreement may not be assigned by Client without the express written consent of Invo, which consent will not be unreasonably withheld.

16. Addenda and Exhibits

All addenda and exhibits, if any, referred to in or attached to this Agreement are and shall be deemed to be an integral part of this Agreement as if fully set forth herein.

17. Entire Agreement

This Agreement, together with all addenda and exhibits attached hereto, constitute the entire agreement between the parties hereto and supersedes all prior oral and written negotiations and agreements. This Agreement may only be modified in a writing signed by all parties hereto.

18. Waiver and Severability

No delay or omission by either party to enforce or exercise any right, remedy or power under this Agreement shall be construed as a waiver of such right, remedy or power. A waiver by either party of any breach or default under the terms of this Agreement shall not constitute a waiver of any subsequent breach or default. In the event any provision of this Agreement is held to be unenforceable by a court of competent jurisdiction, the remainder of the Agreement shall remain in full force and effect.

19. Force Majeure

Invo shall not be held liable for any failure or delay in the performance of its obligations under this Agreement (except for payment obligations) due to any event or circumstance beyond its reasonable control, including but not limited to: acts of God, fire, flood, earthquake, war, terrorism, strikes, labor disputes, government regulations, pandemics, public health emergencies, acts of civil or military authorities, or any other cause beyond the control of Invo (a "Force Majeure Event").

In the event of a Force Majeure Event, Invo shall promptly notify the Client in writing of the nature and anticipated duration of the event, and the impact on Invo's ability to perform under this Agreement. Invo shall make reasonable efforts to mitigate the impact of the Force Majeure Event and resume performance as soon as reasonably possible.

20. Compliance with Laws

The Parties agree to comply with all applicable federal, state and local laws, statutes, ordinances, rules and regulations under this Agreement.

21. Jurisdiction

This Agreement is deemed to have been made in the State of Florida, County of Hillsborough, and shall be interpreted in accordance with Florida law, without regard to its conflict of law principles. The parties agree that all litigation arising out of this Agreement must be brought in Florida state court in Hillsborough County, sitting in Tampa, Florida, or in the United States District Court for the Middle District of Florida, sitting in Tampa, Florida, and that the court will have personal jurisdiction over the parties, and that the venue of the action shall be appropriate to and exclusive in such court.

22. Counterparts

For the convenience of the Parties, any number of counterparts of this Agreement may be signed and each such executed counterpart shall be deemed an original, but all such counterparts together shall constitute one in the same Agreement.

23. Binding Agreement

This Agreement shall inure to the benefit of and be binding upon the parties' respective successors and assigns, if assignment is granted herein by Invo.

24. Independent Contractor Relationship

The Parties acknowledge their mutual understanding that the relationship created hereby is one of independent contractor, and that nothing contained herein shall be construed by the Parties or by any third person to create the relationship of partners, principals and agents, employer and employee, or any association other than contracting parties under this Agreement.

25. Attorneys' Fees and Costs

In the event of litigation arising out of this Agreement, the prevailing party in such litigation shall be entitled to payment of its reasonable attorneys' fees and costs from the other party.

26. Cumulative Remedies

No right or remedy herein conferred or reserved in this Agreement is exclusive of any right or remedy provided or permitted at law or in equity, but each shall be cumulative of every other right or remedy given hereunder or now or hereafter existing at law or in equity, by statute or otherwise, and may be enforced concurrently therewith or from time to time. Executed in parts.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed as of the day and date first written above.

INVO HEALTHCARE ASSOCIATES, LLC

By: _____
Name: Matt Stringer
Title: CEO
Date: _____

Gilbertsville-Mount Upton Central School District

By: _____
Name: _____
Title: _____
Date: _____

invo healthcare

EXHIBIT A:
Behavior Coaching℠ Scope of Work

This Scope of Work is incorporated into and made part of the Master Services Agreement dated June 4th, 2025 (the "Agreement"), by and between Invo Healthcare and Gilbertsville Mount-Upton Central School District. This Exhibit outlines the specific Behavior Coaching℠ services, deliverables, and implementation framework to be provided by Invo Healthcare in collaboration with Gilbertsville Mount-Upton.

Number of educators:
20

Anticipated Service Period:
August 2025 – December 2025

Individual Educator/Classroom Services
☒ABLE pre-coaching assessment
☒ABLE post-coaching assessment
☒1:1 bi-weekly in-person coaching

Educator Group Services
☒Monthly PLC leadership OR monthly workshop

School and District Leader Services
☒Monthly progress review meeting with data

Independent Coach Planning and Reporting Time to Support Educators and Leaders
☒Goal setting documentation for each educator
☒Progress reporting for each educator
☒Coaching plan for each educator
☒Resource development for each educator
☒Report development for school and district leaders around ABLE results, goal progress for educators, recommendations for next steps