

OGDENSBURG CITY SCHOOL DISTRICT
Personnel Reports
Board of Education Meeting Held – December 15, 2025

Attachment B1 (PERSONNEL)

Report No. B1

Moved by _____ and supported by _____ Be It Resolved, that having the approval of the Superintendent of Schools, the Board of Education of the Ogdensburg City School District does hereby approve the following:

(A) RETIREMENTS:

1. **Name:** **Lisa Smith**
 Position: Elementary Teacher
 Effective Date: June 30, 2026
 Retirement
 Incentive Eligibility: Eligible as per the OEA Contract

2. **Name:** **Susan Whitney**
 Position: Teaching Assistant
 Effective Date: June 30, 2026
 Retirement
 Incentive Eligibility: Eligible as per the CSEA Contract

3. **Name:** **Mark House**
 Position: Building Maintenance Worker
 Effective Date: February 28, 2027
 Retirement
 Incentive Eligibility: Eligible as per the CSEA Contract

4. **Name:** **Bethany Williams**
 Position: Elementary Teacher
 Effective Date: June 30, 2026
 Retirement
 Incentive Eligibility: Eligible as per the OEA Contract

(B) SALARY INCREASES:

1. **Positions:** **Part-Time Laborers, Part-Time Food Service Helpers, Part-Time Clerical and Student Lifeguards**
 Effective Date: January 1, 2026
 Salary: \$16.00/hr.

2. **Position:** **Substitute Teaching Assistant**
 Effective Date: January 1, 2026
 Salary: \$112.00/day

3. **Position:** **Substitute Teacher (Uncertified)**
 Effective Date: January 1, 2026
 Salary: \$117.00/day

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(B) SALARY INCREASES Continued:

- 4. **Position:** **Substitute Teacher (BA/BS/Certified)**
 Effective Date: January 1, 2026
 Salary: \$122.00/day

- 5. **Position:** **Substitute Teacher (Retired New York State Certified Teacher)**
 Effective Date: January 1, 2026
 Salary: \$172.00/day

- 6. **Position:** **Substitute School Nurse**
 Effective Date: January 1, 2026
 Salary: \$172.00/day

(C) RESIGNATION:

- 1. **Name:** **Shannon LaFave**
 Position: Girls Varsity Basketball Head Coach
 Effective Date: November 26, 2025

(D) APPOINTMENTS:

- 1. **Name:** **Harold Kench**
 Position: School Bus Driver (Substitute)
 Salary: \$28.70/hr.
 Effective Date: December 3, 2025

- 2. **Name:** **Rachel Quinlan**
 Position: Substitute Teacher
 Salary: \$120.00/day
 Effective Date: 2025-2026 School Year

- 3. **Names:** **Madailynn Fennessy**
 Herbert Rushlow
 Addison Wilkinson
 Position: Substitute Teaching Assistant
 Salary: \$110.00/day
 Effective Date: 2025-2026 School Year

- 4. **Name:** **Amy Lemke**
 Position: Girls Varsity Basketball Head Coach
 STEP: 2
 Salary: \$4,838.00
 Effective Date: 2025-2026 Winter Sports Season

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(D) APPOINTMENTS Continued:

5. **Name:** **Lisa Beldock**
 Position: Department Head for Science (7-12)
 STEP: 1
 Salary: \$787.53
 Effective Date: 2026-2027 School Year

6. **Name:** **Emily Sargent**
 Position: Unpaid Elementary Basketball Coach
 Years of Service: 2nd Year
 Effective Date: 2025-2026 Winter Sports Season

7. **Name:** **Douglas Loffler**
 Position: Unpaid Girls Varsity Basketball Coach
 Years of Service: 1st Year
 Effective Date: 2025-2026 Winter Sports Season

8. **Name:** **Sara Farley**
 Position: Unpaid Girls Modified Basketball Coach
 Years of Service: 9th Year
 Effective Date: 2025-2026 Winter Sports Season

9. **Name:** **John Tebo**
 Position: Unpaid Boys & Girls Varsity Indoor Track & Field Coach
 Years of Service: 1st Year
 Effective Date: 2025-2026 Winter Sports Season

10. **Name:** **James Howard**
 Position: Unpaid Varsity Hockey Coach
 Years of Service: 6th Year
 Effective Date: 2025-2026 Winter Sports Season

11. **Name:** **William Mitchell**
 Position: Unpaid Varsity Wrestling Coach
 Years of Service: 1st Year
 Effective Date: 2025-2026 Winter Sports Season

12. **Name:** **John Hannan**
 Position: Unpaid Boys Varsity Basketball Team Manager
 Years of Service: 3rd Year
 Effective Date: 2025-2026 Winter Sports Season

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(D) APPOINTMENTS Continued:

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13. **Name:** **Natalie McCormick**
 Position: **Teacher of Speech and Language Disabilities**
 Schedule: **B+45+M**
 STEP: **1**
 Salary: **\$55,718.00/yr. (to be prorated)**
 Effective Date: **January 5, 2025**
 Probationary
 Period: **January 5, 2026 through January 4, 2030**

APPROVED FOR PRESENTATION TO THE BOARD:



Superintendent