



Michael Nickson &lt;mnickson@bhbl.org&gt;

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**Fwd: Re[2]: Domenic + Demarco Garrison**

1 message

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**Jill Bonacio** <jbonacio@bhbl.org>

Mon, Apr 27, 2020 at 12:51 PM

To: Michael Nickson &lt;mnickson@bhbl.org&gt;, Pete Giroux &lt;pgiroux@bhbl.org&gt;

----- Forwarded message -----

From: **Valerie Garrison** <valeriemariegarrison@yahoo.com>

Date: Mon, Apr 27, 2020 at 11:52 AM

Subject: Re: Re[2]: Domenic + Demarco Garrison

To: Jill Bonacio &lt;jbonacio@bhbl.org&gt;

Hi Jill!

I just wanted to reach out and let you know personally that I did apply to both of the art positions that are open in the district! It's been so long, so hopefully I submitted everything correctly. I'm attaching my resume and cover letter so you can also have it.

Happy Monday!  
Valerie

Valerie Garrison

Arbonne Independent Consultant

ID# 22483011

1.518.858.7761

valeriegarrison.arbonne.com

On Wednesday, April 22, 2020, 02:27:33 PM EDT, <valeriemariegarrison@yahoo.com> wrote:

Thank you!

We are all doing good - adjusting to the new normal...

Hope you and your family are all healthy too!

Valerie

Sent from myMail for iOS

Wednesday, April 22, 2020, 1:37 PM -0400 from Jill Bonacio &lt;jbonacio@bhbl.org&gt;:

Hi Valerie-

I miss Domenic and Demarco! You have my word that I will work closely with Mrs. Gilgallon in placing Demarco accordingly next year. I hope you are all doing well:)

Jill

On Wed, Apr 22, 2020 at 1:29 PM <valeriemariegarrison@yahoo.com> wrote:  
Trying to send this again! It must not have went through the first time.. sorry!

Sent from myMail for iOS

----- Forwarded message -----

From: Valerie Garrison <valeriemariegarrison@yahoo.com>

To: Jill Bonacio <jbonacio@bhbl.org>

Date: Sunday, April 19, 2020, 9:10 PM -0400

Subject: Domenic + Demarco Garrison

Mrs. Bonacio,

This is in regards to Mrs. Miakisz and Domenic Garrison. I would love for him to loop with her into second grade. With everything going on right now I know he would do amazing with her as a teacher again.

I also have another first grader, Demarco. I would like to continue having them in separate classes if possible. Having two teachers who work well together or are similar in terms of teaching style would help with planning and management of our workload. The past two years have been amazing and they have been able to work with each other at home on their school work, which has been great to watch.

I would like to see Demarco placed within a classroom that has a teacher who is soft spoken, caring and loving. He thrived this year with Mrs. Gilgallon and he really opened up and was fully engaged in lessons and excited to learn. Mrs. Gilgallon was so patient and nurturing to him, I saw such huge gains in his experience this year as a learner and as an individual. I would love to continue that progress with a teacher who has a similar personality as Mrs. Gilgallon. She gently pushed him to go out of his comfort zone while providing him a safe, nurturing environment to grow in.

They're both excited to get back to Pashley as soon as they can!

I'm sure you're getting tons of emails... let me know if you need/prefer separate ones for each of the boys or if this is okay.

Hope you are healthy and well!  
Can't wait to see everyone soon!

Thank you!

Valerie

Valerie Garrison

Arbonne Independent Consultant

ID# 22483011

1.518.858.7761

valriegarrison.arbonne.com

--  
Jill Bonacio  
Pashley Principal  
518-399-9141 x84500



--  
Jill Bonacio  
Pashley Principal  
518-399-9141 x84500



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**2 attachments**

 **ValerieGarrisonResume.pdf**  
486K

 **ValerieGarrisonResumeCL.pdf**  
76K





Michael Nickson &lt;mnickson@bhbl.org&gt;

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## Understanding Your Remote Reality

1 message

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**Brad Aldridge** <baldrige@sparkhire.com>

Thu, Apr 30, 2020 at 6:15 PM

To: Michael Nickson &lt;mnickson@bhbl.org&gt;

In this time of uncertainty, matters regarding the 2020-2021 school year are probably not on your mind. We know that your time and energy has been dedicated to handling the major adjustments of ongoing virtual education challenges, sick leave, parent-teacher and teacher-student communication. It is unlikely you have been able to find time to discuss finding future teachers and staff.

We recognize the urgent choices you have had to face at Burnt Hills-Ballston Lake Central School District over the past few weeks. The #1 priority remains on ensuring the well-being of personnel, students, and our communities, and we know that you can use all the support you can get.

As we adjust to a **new normal**, attention is turned toward bridging the hiring process with an enhanced personal touch (while staying 6+ feet away). *This is achievable through one way and live video interviewing with Spark Hire.*

A great example is Ascension Public Schools, out of Donaldsonville, LA, using one way (recorded) video to conduct a "Virtual Job Fair". Prospective teachers gain increased access to the jobs the school has posted, even if they cannot travel on-site for an interview. On the other end, school administration can view, share, and discuss video interviews of each candidate, and come to an expedient decision on which prospective teachers get invited for a live interview.

Surely many teachers and students are becoming more comfortable with facing a camera, instead of a physical person. A video interview could be a great job audition in this capacity as well!

Would you be open to learning how we can assist your school and community?

-Brad and the Spark Hire team

Brad Aldridge  
Business Development Representative  
Spark Hire  
www.sparkhire.com  
baldrige@sparkhire.com  
+1-224-374-1475



*Watch our video to see how thousands of organizations gain a hiring advantage with Spark Hire - you won't want to go back.*





Michael Nickson &lt;mnickson@bhbl.org&gt;

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## virtual interview tips

1 message

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Kate Gurley <Kgurley@bhbl.org>

Tue, May 19, 2020 at 8:58 AM

To: Dacey Bonney &lt;dbonney@bhbl.org&gt;, Michael Nickson &lt;mnickson@bhbl.org&gt;

I thought these were good and maybe you'd want to share them with candidates...  
Just an idea

### Embracing the **New Normal** in Videoconference Job Interviews

In this *Chronicle of Higher Education* article, search consultant Kim Brettschneider says that virtual interviews have advantages (no travel, for one thing), but she's also seen a number of snafus, including:

- The camera focusing on a candidate's shiny forehead;
- A pet, an unmade bed, or a naked toddler in the background;
- The candidate, thinking he is on mute, shouting at a spouse to be quiet and telling a child to "go pee;"
- Candidates putting on eye makeup, sneezing onto the screen, and summoning kids to manage the technology;
- Committee members, thinking they're on mute, talking about the candidate.

"Some of those mistakes are recoverable and some aren't," says Brettschneider, "yet most are entirely avoidable." Her suggestions:

- *Consider an artificial background.* If an attractive, office-like background or a plain wall isn't available, use a virtual backdrop from your video service. Not a forest or a beach, though, and keep in mind that if a curious pet or a bored spouse gets within two feet of the camera, they will unexpectedly "pop" through the virtual background. It's a good idea to do interviews behind a locked door, or perhaps with a child sitting next to you with "work" and crayons, and introduce him or her at the beginning of your interview.

- *If life happens, roll with it.* "Pick up your toddler, give your dog a bone, and continue with the interview," advises Brettschneider. "Everyone is much more understanding of awkward live moments during this time of quarantine." Such moments may even work to your advantage, making a human connection.

- *Make muting the default.* "Play it safe if you are worried about a sudden meow, bickering children, or loud blenders in the background," says Brettschneider. Mute your sound and have a finger on the unmute button (in Zoom, it's the space bar) so you can speak on cue. In addition, shut down e-mail and online chat programs.

- *Practice like a TV analyst.* It's a good idea to rehearse talking points beforehand, perhaps recording yourself and watching with a critical eye. But for the actual interview, Brettschneider says, "what matters most is to be fully attentive... and ready to improvise based on what you hear. Active listening is even more important in a video interview because you can't take in as many visual cues as you do in a face-to-face conversation."

- *Have your notes on the screen.* Be familiar with how to minimize your image so you can sneak a peek at important lists you've prepared.

- *Make eye contact with the camera.* Center your torso on the screen, look up at where the camera is, and glance only occasionally at notes and the faces of interviewers.

- *Have your own name at the bottom of your screen.* If you're using someone else's computer, be sure to change it in settings, and consider doing a dry run of the interview with a critical friend to pick up any other possible distractions.

- *Be prepared for a connection freeze.* This happens, and if it does, have your cellphone handy (silenced) with the main interviewer's number programmed in so you can make a quick call while you reboot and reconnect. It's also wise to pause after each answer in case there's an audio lag, giving interviewers a chance to follow up without being interrupted.

- *Smile early and often.* "You are on camera with your future colleagues," Brettschneider concludes. "Smile (naturally), sit up straight, and speak clearly. Enjoy the chance to talk about your proudest moments... In some ways, a flat screen levels the playing field and allows more equal opportunity to shine in an interview setting and demonstrate advantages."

**"How to Ace the Virtual Interview" by Kim Brettschneider in *The Chronicle of Higher Education*, May 15, 2020 (Vol. 66, #29, pp. 37-38)**

*Kate Gurley*



K-12 ELA & Reading RTI/AIS Dept. Director  
Professional Development Coordinator  
Burnt Hills - Ballston Lake CSD  
work ~ 518-399-9141 x84151  
cell ~ 518-365-9288





Michael Nickson &lt;mnickson@bhbl.org&gt;

## OSHA Releases Guidance for Employers on Preparing Workplaces for COVID-19

1 message

Sarah Larson <sarah.larson@compliancetrainer.info>  
To: mnickson@bhbl.org

Fri, May 29, 2020 at 10:47 AM

### Course Ministry

## OSHA Guidance on Preparing Workplaces for COVID-19

Live Webinar | 1.5 CEUs HRCI Approved

**Date:** June 10, 2020      **Time:** 10 AM PT  
01 PM ET      **Duration:** 90 minutes      REGISTER NOW

### Why You Should Attend:

OSHA has created a Guidance on Preparing Workplaces for COVID-19 which has very good components. However, it is not a standard or regulation and not expected to be fully enforced. However, Employers should use the guide as good practice for opening their workplace or transitioning their workforce to the **new normal** to avoid allegations of unsafe workplace violations by employees and to provide a safe environment for workers.

This training will provide an overview of the OSHA guide and will provide information how to recall employers appropriately and decrease allegations of discrimination..

### Session Highlights:

- Learn where COVID-19 really came from and how the data indicates where it is going
- Learn what regulatory agencies are involved in preparing the workplace for COVID-19 preparedness and compliance
- Learn what COVID-19 symptoms have expanded
- Learn about the important factors that must be considered as you determine re-opening
- Learn how the Equal Employment Opportunity Commission (EEOC) and the American with Disabilities Act (ADA) can determine how Employers should proceed with responses by employees for reasonable accommodations
- What impact does recalling employees have as they consider safety and eligibility of Unemployment Insurance?
- Can Employers legally take the temperature of employees returning to the workplace?
- How Can Employers recall employees without violating discrimination regulations?
- What policies and procedures must be in place to protect Employers and employees?
- Learn how effective communication can help employee retention
- What minimum Personal Protection Equipment (PPE) should be part of any workplace procedures and who should pay for it?
- What is the Employer role in ensuring safety when the workplace opens?
- Which jobs are considered essential, high risk or low risk for COVID-19
- Why should Employers consider the impact of the National Labor Relations Board (NLRB) when employees reject an order to return to work?
- Learn what other compliance efforts must be considered when re-opening the workplace

[Read More](#)

### Expert Speaker:

**Margie Faulk** is a senior level human resources professional with over 15 years of HR management and compliance experience. A current Compliance Advisor for HR Compliance Solutions, LLC, Margie, has worked as an HR Compliance advisor for major corporations and small businesses in the small, large, private, public and Non-profit sectors.

**Regards,  
Webinar Team**

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2803 Philadelphia Pike Suite B Claymont, DE 19703 USA [support@courseministry.com](mailto:support@courseministry.com)

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Michael Nickson &lt;mnickson@bhbl.org&gt;

## OSHA New Regulations for Preparing Workplaces for COVID-19

2 messages

Sarah Larson <sarah.larson@compliancetrainer.info>  
To: mnickson@bhbl.org

Mon, Jun 15, 2020 at 9:34 AM

### Course Ministry

## OSHA Guidance on Preparing Workplaces for COVID-19

Live Webinar | 1.5 CEUs HRCI Approved

**Date:** July 07, 2020

**Time:** 10 AM PT  
01 PM ET

**Duration:**  
90 minutes

[REGISTER NOW](#)

### Why You Should Attend:

OSHA has created a Guidance on Preparing Workplaces for COVID-19 which has very good components. However, it is not a standard or regulation and not expected to be fully enforced. However, Employers should use the guide as good practice for opening their workplace or transitioning their workforce to the **new normal** to avoid allegations of unsafe workplace violations by employees and to provide a safe environment for workers.

This training will provide an overview of the OSHA guide and will provide information how to recall employers appropriately and decrease allegations of discrimination..

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- Learn where COVID-19 really came from and how the data indicates where it is going
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- Learn about the important factors that must be considered as you determine re-opening
- Learn how the Equal Employment Opportunity Commission (EEOC) and the American with Disabilities Act (ADA) can determine how Employers should proceed with responses by employees for reasonable accommodations
- What impact does recalling employees have as they consider safety and eligibility of Unemployment Insurance?
- Can Employers legally take the temperature of employees returning to the workplace?
- How Can Employers recall employees without violating discrimination regulations?
- What policies and procedures must be in place to protect Employers and employees?
- Learn how effective communication can help employee retention
- What minimum Personal Protection Equipment (PPE) should be part of any workplace procedures and who should pay for it?
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- Which jobs are considered essential, high risk or low risk for COVID-19
- Why should Employers consider the impact of the National Labor Relations Board (NLRB) when employees reject an order to return to work?
- Learn what other compliance efforts must be considered when re-opening the workplace

[Read More](#)

### Expert Speaker:

**Margie Faulk** is a senior level human resources professional with over 15 years of HR management and compliance experience. A current Compliance Advisor for HR Compliance Solutions, LLC, Margie, has worked as an HR Compliance advisor for major corporations and small businesses in the small, large, private, public and Non-profit sectors.

**Regards,  
Webinar Team**

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2803 Philadelphia Pike Suite B Claymont, DE 19703 USA [support@courseministry.com](mailto:support@courseministry.com)

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**Sarah Larson** <[sarah.larson@compliancetrainer.info](mailto:sarah.larson@compliancetrainer.info)>  
To: [mnickson@bhbl.org](mailto:mnickson@bhbl.org)

Mon, Jun 15, 2020 at 9:37 AM

[Quoted text hidden]



Michael Nickson &lt;mnickson@bhbl.org&gt;

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**Fwd: Advice from BTC's to teachers for September 2020**

1 message

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Tracy Falvo <tfalvo@bhbl.org>  
To: Michael Nickson <mnickson@bhbl.org>

Tue, Jun 23, 2020 at 3:59 PM

fyi..

Tracy Falvo  
Director of Information Technology  
Chief Information Officer & Data Protection Officer  
Burnt Hills-Ballston Lake CSD  
518-399-9141 x85050  
tfalvo@bhbl.org

----- Forwarded message -----

From: **Mike Mosall** <mmosall@bhbl.org>  
Date: Fri, Jun 19, 2020 at 8:24 AM  
Subject: Advice from BTC's to teachers for September 2020  
To: HS Building <hsbuilding@bhbl.org>  
Cc: District Tech Committee <DistrictTechCommittee@bhbl.org>

Colleagues,

I know we all hope we will be "back to normal" this fall. Recent headlines, however, are more ominous. Given the possibility of continued remote instruction, the BTC's have put together some thoughts and advice about how we (the BTCs) are approaching the evolution of our classrooms and teaching given the **new normal**. We hope you can find something useful in your own classrooms from this document. [LINK HERE](#)

~~I know what you're thinking. School has barely ended and here goes Mosall making us think about next September. I get it. We all need a break. If thinking about next school year is too much for you right now, by all means snooze this email.~~

The BTC's will be scheduling office hours over the summer to help teachers prepare for whatever the fall may bring. Stay tuned for more information about these offerings in the near future.

Be safe everyone. I hope to see you all soon.

Mike

9

10



Michael Nickson &lt;mnickson@bhbl.org&gt;

## Fwd: Ready for Monday & Tuesday

3 messages

David Collins &lt;dcollins@bhbl.org&gt;

Sun, Nov 22, 2020 at 7:42 PM

To: McGrath &lt;pmcgrath@bhbl.org&gt;, Christopher Abdo &lt;cabdo@bhbl.org&gt;, Michael Nickson &lt;mnickson@bhbl.org&gt;

~~Generally, I think this great and she is spot on.~~

That said, it may be time for a general message from us to talk about changes we NEED rather than WANT to make as incidences are rising. The comments about not moving around the room, and the not working closely with a student may be a **new normal** we need to discuss. That said, it is not what we had said before, and impact instruction. We should be clear as to why we are saying that now. Also, we need to think a bit about mask break protocol, especially as it gets colder. If we are dissuading in class mask breaks, we should say that as well. We can talk at MMM. This fits with slow rolling our RtI plan (much to my chagrin). Perhaps we can create something that shows a progression to a more conservative approach to STAY OPEN. Something that explains the cost to instruction is benefited by remaining open.

----- Forwarded message -----

From: **Colleen Wolff** <cwolff@bhbl.org>  
 Date: Sun, Nov 22, 2020 at 7:32 PM  
 Subject: Ready for Monday & Tuesday  
 To: MS Building <msbuilding@bhbl.org>

Thank you to everyone for your cooperation and patience as we made our way through a very long day of contact tracing, working with DoH and making phone calls.

The day began very early for all of those who were impacted, and it was nearly a 12 hour turnaround, start to finish. Laura Jewell, Judy Doepel, Nancy Pearse, Sharon McTygue and I worked all day while Brian Brink and Rod Haffner went through and re-cleaned and sanitized all exposed areas. It was a long day that began very, very early. I cannot tell you how proud I am to work with this group.

Thank you, also to all the people we had to call. It was a very long day for all of them as well, and not everyone was cleared to return. I will say that it could have been worse, but I'm confident in what we're doing, with maybe some tweaks that we will talk about. Being quarantined is no joke, and it's taken very seriously so if we can make changes to mitigate or lessen the potential moving forward, it behooves us to look at our current practices and change them immediately.

1. Your seating charts are essential. We needed them, and relied on them. DoH went through them, and although we were close - they picked out more kids to put on Q. Those charts are **a b s o l u t e l y** essential. If you have changes, make them and get them to us asap. We are going to look at trying to move to electronic seating charts, more to come there.
2. Fresh air - get some. Open your windows and get as much air in your class as you can handle. In between classes, while you're not in there, get those windows open. Open your doors, get that air moving.
3. Mask breaks - keep them documented, keep them short. 5 minutes every 30 minutes. At this point, there is a huge discrepancy with SED and DoH. 10 minutes of cumulative time without a mask will be considered exposure. If you're giving a mask break, keep them short, bring them outside or use your judgement. If you're not giving a mask break, just write that down. Be ready to answer the question.
4. Stay somewhat stationary, and at your podium if at all possible. If you're walking around your room, make it quick.
5. Document, document, document... Mask breaks, who's in your room, did you move around the room, did you help a student side by side, did you allow kids to work together?

6. DO NOT sit side by side, lean in and get close while you're helping them. Be careful with that. Keep distance.

Wash your hands, use that hand sanitizer often.

This is just off the top of my head. Laura and I will be looking at some suggestions based on what we learned and what we're hearing in other places. This is just a little of what I'd like to share right away.

We have to protect the identification of everyone, so please keep conversation, especially in front of children to a minimum. The teachers and staff we spoke to are also bound to confidentiality, so if you have questions, come and see me.

Thank you, Kate and Bill, and Mike Nickson for helping us Monday and Tuesday covering classes.

See you all tomorrow.

Colleen



**Colleen K. Wolff**  
Principal, O'Rourke Middle School  
Burnt Hills-Ballston Lake Central Schools  
399-9141, ext. 84001

--

**David Collins**  
Assistant Superintendent for Curriculum and Instruction  
Burnt Hills-Ballston Lake CSD  
399-9141 x85016

**Christopher Abdoo** <cabdoo@bhbl.org>  
To: David Collins <dcollins@bhbl.org>  
Cc: McGrath <pmcgrath@bhbl.org>, Michael Nickson <mnickson@bhbl.org>

Sun, Nov 22, 2020 at 10:12 PM

I am off tomorrow, but please feel free to send me a Google Meet invite if you'd like.



Christopher Abdoo, Ed.D.  
**Assistant Superintendent for Support Services**  
Burnt Hills-Ballston Lake Central School District  
PO Box 1389  
Ballston Lake, NY 12019  
(518) 399-9141 ext 85025

[Quoted text hidden]

**Michael Nickson** <mnickson@bhbl.org>

Sun, Nov 22, 2020 at 10:57 PM



To: Christopher Abdoo <cabdoo@bhbl.org>

Cc: David Collins <dcollins@bhbl.org>, McGrath <pmcgrath@bhbl.org>

I'll be in Rob Duell's class tomorrow but have free time between 11:30 and 12:20.

Patrick and I talked about this on Saturday briefly and I think Dave is right that we have to start looking at our expectations once we get back from Thanksgiving break.

[Quoted text hidden]

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Michael Nickson

**Human Resources Director**

Burnt Hills-Ballston Lake Central School District

PO Box 1389

Ballston Lake, NY 12019

518-399-9141 ext. 85006

● [\[Navigation icons\]](#)

● [\[Navigation icons\]](#)



Michael Nickson &lt;mnickson@bhbl.org&gt;

## Fwd: Allison and Thomas Ismail

5 messages

Sharon McTygue &lt;smctygue@bhbl.org&gt;

Thu, Dec 3, 2020 at 9:58 PM

To: Joe Czub &lt;jczub@bhbl.org&gt;, Christine Mazure &lt;cmazure@bhbl.org&gt;, Christine Sarsick &lt;csarsick@bhbl.org&gt;

Cc: Rick Evans &lt;revans@bhbl.org&gt;, Michael Nickson &lt;mnickson@bhbl.org&gt;

Hi,

Please see below. Does anyone know anything about this? I do not know what to advise this parent. Are any of you aware of this request and is there anyway that someone can respond to her email?

**Sharon McTygue**  
**Director of Special Services**  
**Burnt Hills-Ballston Lake CSD**  
**(518) 399-9141 Ext. 85008**  
**(518) 384-4017 Fax**

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----- Forwarded message -----

From: Heather Morley-Ismail &lt;hmorley4@hotmail.com&gt;

Date: Thu, Dec 3, 2020 at 9:23 PM

Subject: Allison and Thomas Ismail

To: revans@bhbl.org &lt;revans@bhbl.org&gt;, smctygue@bhbl.org &lt;smctygue@bhbl.org&gt;

Good evening,

My name is Heather Ismail. I have 4 children in the district, 2 in the high school and Allison and Tommy, who are in Ms. Niedziejko's 4th grade pod B class. I am trying to sort out some very abrupt instructions given to me this afternoon from a staff member at the bus garage.

We live on Parkwood Drive and have had 1 or another of our kids riding the pumpkin bus to Steven's for 11 years now. We are currently being effected by the loss of transportation due to bus staff testing positive for COVID-19.

[I just want to interject here that I think the district has gone well above and beyond in making sure every child is safe and sound and accounted for during this most strange and uncertain pandemic that we are all trying to adjust to and live a somewhat new normal lifestyle.]

I was contacted by Mrs. Hay last night to tell me about the transportation situation, and after I decided that we would try to drive our children ourselves to help out, if we needed to change our plans we could contact the transportation dept to let them know. It turns out we don't have a way to drive our children to and from Steven's every day. My husband is working much farther than anticipated and I am watching more children than I have seats in my car to transport. This morning around 930am I spoke with Monica, in the transportation dept. A very patient and understanding woman who said she would find what she could and get back to me. She did call back about 2 hours later saying she had a bus ride for Allison and Tommy but she needed to confirm the pick up and drop off times with the driver and would again get back to me. I thanked her for all her efforts and attention to our issue. She finished the call by saying "it takes a village" and that kindness and simple phrase nearly brought me to tears. Which is silly because so many people are experiencing so much worse than we are and yet she was still so kind. At any rate, she hadn't called back by 4:15pm so I called the Transportation office. I don't know who the woman was I spoke with then. She said her name very quickly. When I started to explain our situation and the information I was looking for, I had just barely said pumpkin bus when she interrupted me said "that route is currently not running. Maybe it will be Monday or Tuesday. There was an email sent

out. You have to drive your child or they can go virtual. There was an email." I was stunned. That was it. 5 hours later there is still no email. I did email Allison and Tommy's teacher but I'm sure she is just as perplexed as I am concerning the "they can go virtual" response.

Please advise. I'm at a loss here as to what to do.  
Thanks so much in advance,  
Heather Ismail

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**Rick Evans** <revans@bhbl.org> Thu, Dec 3, 2020 at 10:12 PM  
To: Sharon McTygue <smctygue@bhbl.org>  
Cc: Joe Czub <jczub@bhbl.org>, Christine Mazure <cmazure@bhbl.org>, Christine Sarsick <csarsick@bhbl.org>, Michael Nickson <mnickson@bhbl.org>

I'm not aware of "drive your child or go virtual." The script we were given yesterday was that parents could drive their children or let transportation know if transportation is required. Joe- Please advise. Thanks.

On Dec 3, 2020, at 9:58 PM, Sharon McTygue <smctygue@bhbl.org> wrote:

[Quoted text hidden]

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**Sharon McTygue** <smctygue@bhbl.org> Thu, Dec 3, 2020 at 10:13 PM  
To: Michael Nickson <mnickson@bhbl.org>

----- Forwarded message -----

From: **Sharon McTygue** <smctygue@bhbl.org>  
Date: Thu, Dec 3, 2020 at 10:10 PM  
Subject: Re: Allison and Thomas Ismail  
To: Heather Morley-Ismail <hmorley4@hotmail.com>  
Cc: revans@bhbl.org <revans@bhbl.org>

Hello Heather,

I am very sorry to hear that is how you were interacted with this afternoon. I know that our transportation department has been under great strain the last couple of days due to an unexpected loss of drivers in one day due to a COVID exposure, but of course there's no excuse for leaving you feeling that way and at a loss for what to do. I know a determination was made that rather than close school until full transportation could be restored, parents were asked either to transport their own children or arrangements could be made for bus transportation, but it would be a later than usual pick up time.

I have shared your inquiry with Mr. Czub, our Transportation Director and his administrative support staff to see if by chance any of them check their email this evening and are able to get back to you. However, if not, I'm sure they will see it first thing in the morning and my hope is that one of them will contact you to work out a pick up time, which again will likely be later than their normal pick up time, but it'll be the best they can do right now.

I hope this helps and that you hear back from someone from transportation sooner rather than later. I'll also call their department first thing in the morning to try to talk with someone directly when they arrive.

Sharon

**Sharon McTygue**  
**Director of Special Services**  
**Burnt Hills-Ballston Lake CSD**  
**(518) 399-9141 Ext. 85008**  
**(518) 384-4017 Fax**

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[Quoted text hidden]

---

**Michael Nickson** <mnickson@bhbl.org>  
To: Rick Evans <revans@bhbl.org>  
Cc: Sharon McTygue <smctygue@bhbl.org>

Thu, Dec 3, 2020 at 10:24 PM

Rick,

You are 100% correct, Joe told us he could grab kids after the normal drop-off. I'm confident Joe will get the kids to school tomorrow morning but if that's not possible the family is 1.5 miles from the HS and my minivan can fit the two kids.

[Quoted text hidden]

--  
Michael Nickson  
**Human Resources Director**  
Burnt Hills-Ballston Lake Central School District  
PO Box 1389  
Ballston Lake, NY 12019  
518-399-9141 ext. 85006

---

**Sharon McTygue** <smctygue@bhbl.org>  
To: Rick Evans <revans@bhbl.org>  
Cc: Joe Czub <jczub@bhbl.org>, Christine Mazure <cmazure@bhbl.org>, Christine Sarsick <csarsick@bhbl.org>, Michael Nickson <mnickson@bhbl.org>

Thu, Dec 3, 2020 at 10:51 PM

Hello all, this parent decided that she will keep her two elementary children home for tomorrow considering it would be a late pick up and it's a half-day anyway. I told her that a plan would be communicated with her for Monday and beyond regarding pick up and drop off times. Thank you!

Sharon

On Dec 3, 2020, at 10:12 PM, Rick Evans <revans@bhbl.org> wrote:

I'm not aware of "drive your child or go virtual." The script we were given yesterday was that parents could drive their children or let transportation know if transportation is required. Joe- Please advise. Thanks.

[Quoted text hidden]





Michael Nickson &lt;mnickson@bhbl.org&gt;

## Fwd: Sorry to bother you

1 message

Sharon McTygue &lt;smctygue@bhbl.org&gt;

Wed, Jun 9, 2021 at 9:26 PM

To: Dacey Bonney &lt;dbonney@bhbl.org&gt;, Michael Nickson &lt;mnickson@bhbl.org&gt;

Just an FYI

----- Forwarded message -----

From: **Barbara Hebert** <bhebert@bhbl.org>

Date: Wed, Jun 9, 2021 at 5:18 PM

Subject: Fwd: Sorry to bother you

To: Sharon McTygue &lt;smctygue@bhbl.org&gt;

----- Forwarded message -----

From: **Dana Drozynski** <ddrozynski@bhbl.org>

Date: Wed, Jun 9, 2021 at 3:30 PM

Subject: Re: Sorry to bother you

To: Barbara Hebert &lt;bhebert@bhbl.org&gt;

They never took me out. The hospitalist printed a note saying i could return to normal duties and to follow up with the Dr this week.

The only appointment i could get for this week was my primary. The GI practice gave me a July 7th appointment ( today i got it bumped up to June 25th).

Dana Drozynski, Executive Secretary  
Special Services Department  
Burnt Hills-Ballston Lake Central Schools  
PO Box 1389, Ballston Lake, NY 12019

Phone (518) 399-9141 Ext: 85005

FAX (518) 384-4017

On Wed, Jun 9, 2021, 3:15 PM Barbara Hebert &lt;bhebert@bhbl.org&gt; wrote:

~~That's awful and it sounds painful. Your doctor said you can come back to work already? That seems soon after everything you have been through.~~

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Barbara Hebert  
Executive Secretary I  
District Office  
518-399-9141 X 85008

On Wed, Jun 9, 2021 at 3:10 PM Dana Drozynski <ddrozynski@bhbl.org> wrote:

It my **new normal** from what i am told. It will never repair, it just continues to build scar tissue

Dana Drozynski, Executive Secretary  
Special Services Department  
Burnt Hills-Ballston Lake Central Schools  
PO Box 1389, Ballston Lake, NY 12019

Phone (518) 399-9141 Ext: 85005  
FAX (518) 384-4017

On Wed, Jun 9, 2021, 3:08 PM Barbara Hebert <bhebert@bhbl.org> wrote:

~~That sucks. I am so sorry. Well how can you work all day like that? Don't hurt yourself!~~

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Barbara Hebert  
Executive Secretary I  
District Office  
518-399-9141 X 85008

On Wed, Jun 9, 2021 at 3:06 PM Dana Drozynski <ddrozynski@bhbl.org> wrote:

Yes. June 7, 8, 9th as well.

I got a message from Tammy that im almost out of time.

I am planning on coming in tomorrow, just not sure how long ~~because he may be getting out and i started bleeding again today~~

~~Think my nerves have lots to do with it~~

Dana Drozynski, Executive Secretary  
Special Services Department  
Burnt Hills-Ballston Lake Central Schools  
PO Box 1389, Ballston Lake, NY 12019

Phone (518) 399-9141 Ext: 85005  
FAX (518) 384-4017

On Wed, Jun 9, 2021, 8:31 AM Barbara Hebert <bhebert@bhbl.org> wrote:

Ok, thanks. Should I put that down for Mon Tues and Wed of this week as well? June 7, 8, 9th ?

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Barbara Hebert  
Executive Secretary I  
District Office  
518-399-9141 X 85008

On Wed, Jun 9, 2021 at 8:26 AM Dana Drozynski <ddrozynski@bhbl.org> wrote:  
Vacation time ... its all i have to use.

Dana Drozynski, Executive Secretary  
Special Services Department  
Burnt Hills-Ballston Lake Central Schools  
PO Box 1389, Ballston Lake, NY 12019

Phone (518) 399-9141 Ext: 85005  
FAX (518) 384-4017

On Wed, Jun 9, 2021, 8:24 AM Barbara Hebert <bhebert@bhbl.org> wrote:

Tammy is looking for our time sheet from last week. What would you like me to put in for Thursday and Friday June 3rd and 4th.  
Thanks

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Barbara Hebert  
Executive Secretary I  
District Office  
518-399-9141 X 85008

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Barbara Hebert  
Executive Secretary I  
District Office  
518-399-9141 X 85008

--

**Sharon McTygue**  
**Director of Special Services**  
**Burnt Hills-Ballston Lake CSD**  
**(518) 399-9141 Ext. 85008**  
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Michael Nickson <mnickson@bhbl.org>

# Fwd: Calendar Connection: Registration Open for 2021 District Clerk Workshop

1 message

Christopher Abdoo <cabdoo@bhbl.org>

Tue, Aug 3, 2021 at 12:32 PM

To: Tara Mitchell <tmitchell@bhbl.org>, Michael Nickson <mnickson@bhbl.org>, Rebecca Manson <rmanson@bhbl.org>

If you are interested, I would be supportive of your attendance at the Latham training.

Chris



Christopher Abdoo, Ed.D.  
**Assistant Superintendent for Support Services**  
Burnt Hills-Ballston Lake Central School District  
PO Box 1389  
Ballston Lake, NY 12019  
(518) 399-9141 ext 85025

----- Forwarded message -----

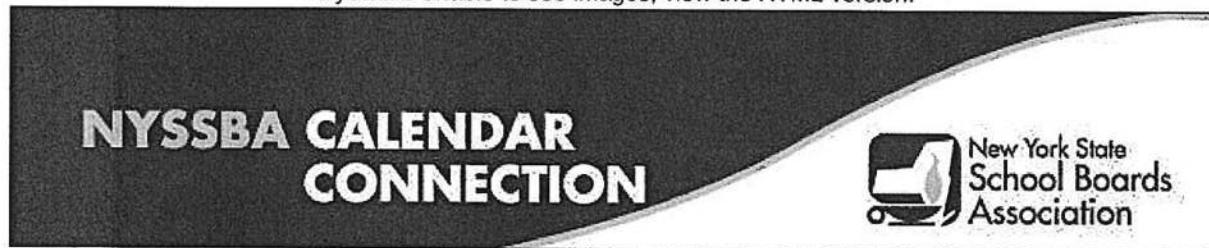
From: **NYSSBA Calendar Connection** <calendarconnection@nyssba.org>

Date: Tue, Aug 3, 2021 at 11:52 AM

Subject: Calendar Connection: Registration Open for 2021 District Clerk Workshop

To: Christopher Abdoo <cabdoo@bhbl.org>

If you are unable to see images, view the HTML version.



## 2021 District Clerk Workshop

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maintaining a policy manual.

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