



FEH BOCES News and Notes October 13, 2015

“The Mission of the Franklin-Essex-Hamilton Board of Cooperative Educational Services is to provide shared services to its component school districts”

Open House – NFEC

The NFEC Open House will take place on Wednesday, October 14 from 4:00 – 6:00 pm. This will be an excellent opportunity to showcase the exciting educational programs provided to students at NFEC. We look forward to a great turn out for this annual event!

Multi Dimensional Principal Performance Rubric

On October 8, the principals, Cheryl Felt and I participated in a one day training arranged by the Instructional Support Services Office on the MPPR. We were joined by colleagues from Malone, Salmon River and St. Regis Falls. This is the rubric that we utilize in the principal evaluation process. While the training had a specific purpose in terms of our APPR plan, it provided benefits for beyond that in focusing on leadership practices. One key aspect of the training was the benefit of making sure as leaders that we are connecting our work clearly to the mission and vision of the school and organization as a whole. While FEH BOCES has a very diverse set of services that we provide, each with their unique mission, an overarching mission and vision is essential for the agency. At our full staff meeting in September, we reviewed areas of focus for the agency based on our overarching mission. They are listed below, as halfway through the first quarter of the school year is a good time to assess our progress in these areas:

Collaboration and Teamwork

- Nurture and Sustain Positive Relationships
- Engage in Productive Dialog
- Commit to a Team Approach

Serve as FEH BOCES Ambassadors

- Promote All BOCES Programs
- Support Our Component Districts
- Maintain the Image of the BOCES

Commitment to Excellence

- Have a Growth Mind Set
- Go From Good to Great
- Challenge the Status Quo
- Continuous Learning

New Service – Affordable Care Act Consulting and Reporting

The Affordable Care Act Continues to be implemented with many new reporting requirements for employers. Below is a brief explanation of a new requirement posted on the IRS website.

“Applicable Large Employers, generally employers with 50 or more full-time employees (including full-time equivalent employees) in the previous year, must file one or more Forms 1094-C (including a Form 1094-C designated as the Authoritative Transmittal, whether or not filing multiple Forms 1094-C), and must file a Form 1095-C for each employee who was a full-time employee of the employer for any month of the calendar year. Generally, the employer is required to furnish a copy of the Form 1095-C (or a substitute form) to the employee. For information about transition relief for determining status as an Applicable Large Employer for 2015 (allowing an employer to determine the average number of full-time employees based on a period of at least six consecutive months during 2014), see section XV.D.3 of the preamble to the final regulations under section 4980H.”

You quickly get a sense of the complexity of this new reporting requirement. Jamie O’Dell, business manager, coordinated an effort to negotiate a price with a third party vendor that specializes in this type of work. Seven FEH Components (Brushton-Moira, Chateaugay, Malone, Salmon River, St. Regis Falls, Saranac Lake, Tupper Lake) and eight districts in neighboring regions will benefit from the group pricing, development of district contact list, and organizational meetings coordinated through our business office. Jamie and business office staff are providing much needed support to districts as this new requirement begins.

Wellness Information

Excellus BC/BS, the company providing our medical coverage plans, has provided two excellent documents promoting health and wellness. One can be found [here](#) and the other one [here](#).