

**Highland Central School District**

**MINUTES**

Board of Education Meeting

**Tuesday, August 5, 2014**

6:00 pm Open Meeting

6:00 pm Executive Session (Pending on Board approval)

7:00 pm Open Meeting

To be held in the Highland High School Library Center



MEETING NOT AVAILABLE LIVESTREAM

**Motion made at 6:04 pm by Tom Miller to go into Executive Session; Seconded by Debbie Pagano; Motion carried.**

**EXECUTIVE SESSION**

BE IT RESOLVED, that the Board of Education of the Highland Central School District conduct an Executive Session to discuss the following topics:

- The Medical, financial or credit, employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation.

**Motion made at 7:07 pm by Sue Gilmore to exit Executive Session and return to Open Meeting; Seconded by Heather Welch; Motion carried.**

**ATTENDEES:**

Board Members Present: Alan Barone, Sue Gilmore, Tom Miller, Debbie Pagano, Mike Reid, Mike Bakatsias (absent), Heather Welch

Administrators/Principals/Directors: Deborah Haab, Superintendent of Schools; Sarah Dudley-Lemek, Assistant Superintendent of Schools, Louise Lynch, Business Administrator; Pete Miller, Director of Building and Grounds; Debbie Tompkins, Assistant Director of Transportation

Also in attendance were members of the Facilities Needs Committee and Pat Flynn with Ashley McGraw Architect.

**CALL TO ORDER AND PLEDGE OF ALLEGIANCE (7:15 pm)**

Board President, Alan Barone, called meeting to Order and the Pledge of Allegiance was then recited.

**PUBLIC COMMENTS:**

The floor was open for public comments. The following community members spoke:

- Tom Rozzi, expressed his concern over the recent HTA contract and how it affected the coaching positions. He asked why wasn't there a provision put into HTA contract to allow existing coaches to be reappointed as coaches, particularly on the varsity level. Superintendent, Deborah Haab, responded that this was a concern was discussed by Board when negotiations took place. Deborah further explained how negotiations of contract are processed and how the Taylor Law also plays a part in this ruling.
- Frank Alfonso, expressed his disappointment and dishearten for being dismissed to be considered for a coaching position, especially since he has coached at Highland for over 21 years. He asked how several of these coaching positions, according to current agenda, still have non HTA employees being appointed for coaching. Frank also stated that he expects that the Board to pay close attention to the Rules and Regulations Policy for the coaches and players. Alan Barone thanked Frank for his comments and further discussion about this policy then took place. Sue Gilmore questioned why twenty-one (21) positions were not filled by HTA members. Deborah Haab explained this was due to no HTA members requesting those positions.

**ACCEPTANCE OF REPORTS:**

BE IT RESOLVED that the Board of Education acknowledges reviewing the following report(s):

- a) Board of Education Meeting Minutes – July 15, 2014 and July 22, 2014

**Motion made by Sue Gilmore; Seconded by Heather Welch; Discussion: none; Motion carried with a 6-0 vote.**

**CURRICULUM AND INSTRUCTION:**

- a) **Directors' Reports:**

Each month the Directors of Technology, Food Service, Transportation, Buildings & Grounds, and Athletics provide the Board with a written update. The Food Service Report was the only one submitted for this agenda. Sue Gilmore went over the statistics on the Food Service Department Report.

**PERSONNEL:**

**Motion made by Sue Gilmore to move items "a-j" as a block; Seconded by Tom Miller;**

**Discussion: Remove item "k" as a separate resolution. Motion carried with a 6-0 vote.**

- a) **Support Staff – Leave Replacement**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following support staff appointment as follows:

Employee:	Kevin Nash
Position:	School Bus Driver
Salary:	Grade 10, Step 2 / \$15.51 hr
Effective Date:	September 1, 2014 – February 13, 2015
Purpose:	Leave replacement

b) **Support Staff Appointments**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following support staff appointments:

Employee: Carmelo Valentin  
Position: School Bus Driver  
Salary: Grade 10, Step 4 / \$15,102.00  
Effective Date: July 16, 2014  
Probationary Period: July 16, 2014 – January 16, 2015  
Purpose: Replacing resignation

Employee: Tracy Lau-Haerer  
Position: School Monitor  
Salary: Grade 3, Step 2 / \$10.46 hr  
Effective Date: September 1, 2014  
Probationary Period: September 1, 2014 – March 1, 2015  
Purpose: Replacing retirement

Individual: Barbara Phillips  
Position: Tax Clerk  
Salary: \$15.00 hr  
Effective: August 1, 2014 (temporary)  
Purpose: Temporary position as Tax Clerk

c) **Unpaid Leave of Absence**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following “unpaid leave of absence” request:

Employee: Richard G. Call  
Position: Bus Driver  
Effective Date: August 1, 2014 – May 30, 2015  
Purpose: Leave of absence

d) **Retirement**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, accepts, with regrets, the following resignation for the purpose of retirement:

Employee: Heidi van Nes  
Position: ESL Teacher  
Effective Date: June 30, 2014  
Purpose: Retirement

e) **Resignation**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, accepts, with regrets, the following resignation as follows:

Employee: Krista Haight-Hendrickson  
Position: Sixth Grade Social Studies Teacher / Middle School  
Effective Date: June 30, 2014  
Purpose: Resignation

f) **Leave Replacement - Continuation**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools approves the following continuation for leave replacement:

Employee: Lisa Rogers  
Effective Date: First semester of the 2014-2015 school year  
Purpose: Continue replacement for fifth grade teacher Jessica Cozzolino

g) **Grade Level Coordinators for the Elementary School**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment for the following individuals for the 2014-2015 school year with the stipend amount stated in the 2013-2018 HTA Contract:

Kindergarten – Tara Hollifield  
First Grade – Mary Morano  
Second Grade – MaryBeth Saso  
Third Grade – Colleen Giametta  
Fourth Grade – Jill Berger  
Fifth Grade – Karen Super  
Reading Coordinator (K-5) – Rebecca Piazza  
Math Coordinator (K-5) – Terri Grossman  
Elementary Yearbook Advisor – Jill Berger

h) **Co-Curricular/Special Services Position for the Middle School**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment for the following individuals for the 2014-2015 school year with the stipend amount stated in the 2013-2018 HTA Contract:

Christina Osburn – Art Club / Peer Leadership  
Barry Ranalli – Subject Area Coordinator (Social Studies) / Boys Intramurals  
/ Girls Intramurals  
Carole Delia – Subject Area Coordinator (English)  
Kevin Rizzo – Special Area Coordinator (Science)  
Alicia Reina – Special Education Coordinator  
Peg Trinkaus – Chess Club / Dignity for All – GSA  
Lisa Sutera – National Junior Honor Society  
Kelly Santana – Multicultural Club

i) **Non-Aligned Increase**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions with a salary increase in the amount of \$1,193.00 for the 2014-2015 school year as follows:

Secretary to the Superintendent

Transportation Supervisor

Facilities Director

School Technology Director

j) **Contract Increase**

BE IT RESOLVED that the Board of Education approves the salary increase for the Superintendent of Schools an increase of 2.25% per contract.

k) **Coaching Appointments for the 2014-2015 School Year**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the coaching appointments for the following individuals with an Emergency Conditional Appointment consistent with SAVE legislation requirements with a stipend amount stated in the 2013-2018 HTA Contract:

**Fall Season 2014**

Michael Milliman

Position: Varsity Cross Country Head Coach

Carl Relyea

Position: Varsity Football Head Coach

John McFarland

Position: Varsity Football Assistant Coach

William Phillips

Position: Varsity Football Assistant Coach

Josh Tatum

Position: Junior Varsity Football Head Coach

Kevin Rizzo

Position: Junior Varsity Football Assistant Coach

Matt Relyea

Position: Modified Football Head Coach

Justin Signorelli

Position: Modified Football Assistant Coach

Paul Latino

Position: Varsity Boys Golf Head Coach

Teresa Cilento

Position: Varsity Boys Soccer Head Coach

Scott Calcagni

Position: Junior Varsity Boys Soccer Head Coach

Michael Watts

Position: Modified Boys Soccer Head Coach

Kathleen Reid

Position: Varsity Girls Soccer Head Coach

Alyssa Morano	
Position:	Varsity Girls Soccer Assistant Coach – Volunteer
Heather Bragg	
Position:	Junior Varsity Girls Soccer Head Coach
Courtney Neenan	
Position:	Modified Girls Soccer Head Coach
Alan Benson	
Position:	Varsity Girls Tennis Head Coach
Matt VanVoorhis	
Position:	Varsity Girls Volleyball Head Coach
John Brennie	
Position:	Junior Varsity Girls Volleyball Head Coach
Lindsey Piasecki	
Position:	Modified Girls Volleyball Head Coach
<b><u>Winter 2014-2015</u></b>	
Paul Latino	
Position:	Modified Boys Basketball Head Coach
Brian Bishop	
Position:	Junior Varsity Boys Basketball Head Coach
Mike Milliman	
Position:	Varsity Boys Basketball Head Coach
Steven Delmar	
Position:	Junior Varsity Girls Basketball Head Coach
Jim Delmar	
Position:	Varsity Girls Basketball Head Coach
Theresa Eckert	
Position:	Varsity Bowling Head Coach
Zack O’Connell	
Position:	Varsity Bowling Assistant Coach – Volunteer
Mark Chiarieri	
Position:	Modified Wrestling Head Coach
John McFarland	
Position:	Varsity Wrestling Head Coach
Justin Signorelli	
Position:	Varsity Wrestling Assistant Coach
<b><u>Spring 2015</u></b>	
Peter Forman	
Position:	Modified Baseball Head Coach
Kevin Rizzo	
Position:	Junior Varsity Baseball Head Coach
John Buonamano	
Position:	Varsity Baseball Head Coach
Paul Latino	
Position:	Varsity Girls Golf Head Coach
Thomas Schlappich	
Position:	Varsity Boys Lacrosse Head Coach

Ben Smith	
Position:	Varsity Boys Lacrosse Assistant Coach
Kim Caso	
Position:	Varsity Girls Lacrosse Head Coach
Richard Esposito	
Position:	Varsity Girls Lacrosse Assistant Coach – Volunteer
John Manganiello	
Position:	Junior Varsity Softball Head Coach
Michael Milliman	
Position:	Varsity Softball Head Coach
Alan Benson	
Position:	Varsity Boys Tennis Head Coach
Courtney Neenan	
Position:	Modified Girls Track Head Coach
TBD	
Position:	Modified Boys Track Head Coach
Kathleen Reid	
Position:	Varsity Boys Track Head Coach
Marc Eckert	
Position:	Varsity Boys Track Assistant Coach
Theresa Eckert	
Position:	Varsity Girls Track Head Coach

**Motion made by Sue Gilmore; Seconded by Tom Miller; Discussion: Alan Barone stated the following:**

- **There is an expectation from the Athletic Director as well as the coaches to build a positive program;**
- **For the 2014-2015 school year, all coaching appointments (other than the TBD) will be appointed at this time;**
- **Training rules shall be established by the coaches and issued to players and parents prior to the start of the season;**
- **Expectations of teams will need to be noted;**
- **Code of Conduct must be signed by each athlete and parent prior to any practice taking place;**
- **Certification from coaches need to be in good standing;**
- **Program is to build a well rounded student.**

**Sue Gilmore asked about qualifications of coaches. Further discussion took place about the qualifications of appointed individuals and what the role is of the Athletic Director. Motion carried with a 4-0-2 vote (Alan Barone and Debbie Pagano abstained on item for Varsity Softball Coach due to requesting more info). Motion carried.**

#### **BUSINESS AND OPERATIONS:**

a) **BUDGET TRANSFER for the 2013-2014 School Year**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following budget transfer for the 2013-2014 school year as follows:

- Budget Transfer Number 10832 / \$ 693,538.14

- Budget Transfer Number 11032 / \$ 102,836.00

**Motion made by Debbie Pagano; Seconded by Sue Gilmore; Discussion: none; Motion carried with a 6-0 vote.**

b) **Spackenkill Union Free School District - Health & Welfare Contract**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2013-2014 Health & Welfare contract for four (4) students at a cost of \$888.34 per student for a total of \$2,131.78 with the Spackenkill Union Free School District (pro-rated this year only for 8 months due to Faith Christian Academy moving into the Spackenkill district) and authorize the Board President and District Clerk to execute the contract.

**Motion made Sue Gilmore; Seconded by Mike Reid; Discussion: Louise Lynch stated this is a pro-rated amount; Motion carried with a 6-0 vote.**

c) **Budget Development Calendar for the 2015-2016 School Year**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2015-2016 Budget Development Calendar.

**Motion made by Debbie Pagano; Seconded by Heather Welch; Discussion: none; Motion carried with a 6-0 vote.**

d) **Acknowledge Energy Performance Contract Payment #2**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, hereby acknowledges payment application #2 in the amount of \$540,739 to Johnson Controls.

**Motion made by Mike Reid; Seconded by Tom Miller; Discussion: A question was asked to Pete Miller, Director of Buildings and Grounds, if he was satisfied with the progress of project. Pete Miller responded, "yes".**

e) **Surplus**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following items as surplus:

- 1) Brother Business Class Laser Fax, Super G3/33.6 Kbus – inoperable
- 2) HP Office Jet 650 Wireless Printer – inoperable
- 3) A 14 year old Vending Machine – Medel Dixie-Narco – inoperable

**Motion made by Mike Reid; Seconded by Heather Welch; Discussion: none; Motion carried with a 6-0 vote.**

**SUPERINTENDENT COMMENTS**

Deborah Haab updated the Board on the following:

- A draft is being composed for Opening Day;
- Interviews are currently taking place for current vacancies;
- Curriculum work is taking place over the summer months and staff members will be reporting to Board on that work;
- Attended law conference in Albany as well as with Board member Tom Miller;
- Postcards are being mailed out to community to invite them to a "coffee club" to discuss Capital Project to be held at the Highland Fire Company.



The Board had the following questions/concerns/comments:

- Debbie Pagano asked if any information from the law conference can be supplied to Board members. Deborah Haab will supply information for any member that is requesting it.

### **ASSISTANT SUPERINTENDENT'S COMMENTS**

Sarah Dudley-Lemek updated the Board on the following:

- Summer work is ongoing pertaining to content and the direction of curriculum;
- Preliminary State Accountability Designation;
- Several elementary school teachers will be participating in Math Initiative through Ulster BOCES next school year. In future planning, she would like to form a “math cabinet” which is a group of K-12 teachers who will meet a couple of times a year to discuss math strategies and alignment and act as math ambassadors to their grade levels or department.

The Board had no questions/concerns or comments.

### **BOARD OF EDUCATION:**

#### **New Business**

a) **Student Board Representative**

Discussion took place regarding the guidelines of student representative. Topics included:

- Guidelines of student rep.;
- Timeline for appointment on agenda (Sarah responded mid-Oct);
- Language for resolution (ex. full year or half year term);
- Alan Barone would like to see the appointed student be comfortable enough to engage in conversation at the Board meetings as well as being committed to the meetings.
- Alan Barone asked Board to add input for upcoming resolution on this topic.

b) **Retainer Agreement**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the retainer agreement (as included) with Shaw Perelson with Shaw, Perelson, May & Lambert, LLP of Poughkeepsie, NY for the 2014-2015 school year.

**Motion made by Tom Miller; Seconded by Mike Reid; Discussion: none; Motion carried with a 6-0 vote.**

c) **Memorandum of Agreement – HAA**

BE IT RESOLVED that the Board of Education, approves the Memorandum of Agreement dated July 31, 2014 between the representatives of the District and the Highland Administrators' Association to revive and incorporate the provisions of the Collectively Negotiated Agreement between them that expired on June 30, 2011, and the provisions of the Memorandum of Agreement dated December 10, 2012, into a successor one-year agreement effective July 1, 2014 and terminating on June 30, 2015, except as modified by the provisions that are attached.

**Item tabled due to further research on dates in contract.**

- d) **Correspondence** – No discussion on correspondence took place.
- e) **Future BOE Agenda Items**

**Old Business:**

- a) **Capital Project / Facilities Committee** - Discussion took place and the following topics took place:
  - Board discussed their thoughts on each proposed category (line by line).
  - Noted funded items will be for further discussion;
  - Sue Gilmore stated she would like to see all safe and security be considered as a separate vote;
  - Funding amount of project was discussed. Projected amount approximately 15 million;
  - Look to put a proposal to Board for Capital Project by end of August.
  - Suggested date of October 21 for public vote;
  - Additional meeting is scheduled for Thursday, August 14<sup>th</sup>;
  - Board thanked Mike Reid for his spreadsheet showing line by line items as well as cost;
  - Heather Welch would like to see a summary of items be available to community.

**PUBLIC COMMENTS:**

The floor was open for public comments. The following community members spoke:

- Frank Alfsonso, asked
  - (1) What listed items from the Facilities Report were omitted?
  - (2) Frank also suggested taking the items that the BOE took out from recommendation report and refine numbers. Alan Barone stated majority of recommendations were from Facilities Needs Committee report;
  - (3) Requested to meet with Board during Executive Session to discuss personnel issues.
- Ralph Spensor:
  - (1) thanked the Board for allowing him to be on the committee;
  - (2) appreciated taking the time to look at all proposals;
  - (3) asked Mike Reid if the spreadsheet that he prepared can be public view once BOE approves it. Alan Barone stated the Board is still in discussion but a list of overall project can be available.

**Motion made by Debbie Pagano at 9: 40 pm to go into Executive Session; Seconded by Tom Miller; Motion carried with a 6-0 vote.**

**EXECUTIVE SESSION: (9:40 pm)**

BE IT RESOLVED, that the Board of Education of the Highland Central School District conduct an Executive Session to discuss the following topics:

- Collective Negotiations pursuant to Article 14 (Taylor Law) of the Civil Service Law;

**Motion carried by Sue Gilmore at 11:17 pm to exit Executive Session; Seconded by Tom Miller; Motion carried with a 6-0 vote. Motion carried by Sue Gilmore to exit meeting; Seconded by Tom Miller; Motion carried with a 6-0 vote. Meeting adjourned.**

**ADJOURNMENT (11:17 pm)**

Minutes recorded and submitted by Lisa M Cerniglia, District Clerk