

Highland Central School District
MINUTES

Board of Education Meeting

Tuesday, October 7, 2014

6:00 pm Open Meeting

6:00 pm Executive Session

7:00 pm Open Meeting

To be held in the High School Cafeteria



MEETING AVAILABLE LIVESTREAM THANKS TO
STUDENT TOM HOLLWAY

Motion made at 6:05 pm by Mike Bakatsias to go into Executive Session; Seconded by Debbie Pagaono; Motion carried.

EXECUTIVE SESSION (6:05 pm)

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 7:02 pm by Sue Gilmore to adjourn Executive Session and go into Open Meeting; Seconded by Tom Miller; Motion carried.

ATTENDEES:

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

Administrators/Principals/Directors: Deborah Haab, Superintendent of Schools; Sarah Dudley-Lemek, Assistant Superintendent of Schools; Louise Lynch, Business Administrator; Robin Hecht, Shared Curriculum Coordinator; Daniel Wetzel, Middle School Principal

CALL TO ORDER AND PLEDGE OF ALLEGIANCE

Board President Alan Barone called meeting to Order at 7:10 pm. The Pledge of Allegiance was then recited.

SPECIAL PRESENTATION

- Safe Routes to School (Town of Lloyd) (Hand-outs are available in District Office)

Daniel Wetzel introduced Brian Slack, Senior Transportation Planner for the Ulster County Transportation Council and Ulster County Planning Department. After a few words, Brian introduced Lindsay Zefting, Planner/Civil Engineer for Alta Planning and Design. A power point was then presented on an overview of safe routes to school.

The Board followed this presentation with a few questions. It was decided that the next step is to appoint an individual that would assist in moving project forward at a local level.

- State Assessment Results (Presentation available in District Office and website)

Sarah Dudley-Lemek presented a power point titled "State Assessment Results 2014".

Topics of this field of study included the following:

- Test participation rates;
- Where the District stands now after these results;
- Percentage of student scoring at each indicator level;
- What are the steps of moving forward are;
- Grade 11 English Language Arts

(Mike Bakatsias stepped out at 7:51 pm and returned at 8:02 pm.)

The Board followed up with questions and discussion took place regarding state assessments and funds to support foundation of curriculum alignment.

(Tom Miller stepped out at 8:24 pm and returned at 8:31 pm.)

ACCEPTANCE OF REPORTS:

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

- a) Board of Education Meeting Minutes – September 16, 2014
- b) Treasurers Reports – August 2014
- c) General Fund Budget & Revenue Status Reports – August 2014
- d) Food Service Fund Budget & Revenue Status Reports – August 2014
- e) Special Aid Fund Budget & Revenue Status Reports – August 2014

Motion made by Sue Gilmore; Seconded by Mike Bakatsias; Discussion: correction to minutes, under Board comments, Principal's Report, should reflect "PBS" not "PBIS" as stated. Motion carried with a 7-0 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 Board had the following questions/concerns/comments:

- Recognized Maria McCarthy, Director of Food Services, for her thorough report and credited her for the conservative methods being used in the cafeteria.
- Sue Gilmore requested additional information on "severe needs status".

- Facilities Report – Blinds to be replaced. The shades were not included in most recent capital project proposition. The funds to purchase blinds in every building will be based on need and withdrawn from the maintenance budget.

PERSONNEL:

Motion made by Mike Bakatsias to move items “a-n” with a Table on second part of “j” as a block; Seconded by Sue Gilmore; Discussion: second item of “j” is to be tabled due to civil service list procedure (list needs to be requested prior to appointment). Motion carried with a 6-1 (Sue Gilmore opposed to item b).

Deborah Haab recognized and welcomed Mary Leahy, in audience, on her appointment as English teacher in Middle School.

Alan Barone recognized the resignation of Athletic Director Pete Watkins, with regrets.

a) **Appointment**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following appointment with an Emergency Conditional Appointment consistent with SAVE legislation requirement:

Mary Alice Leahy

Position: English Teacher – MS
Salary: MA 30, Step 3 / \$58,893 pro-rated
Effective Date: September 22, 2014
Probationary Period: September 22, 2014- September 21, 2017
Tenure Area: English
Purpose: Replacing Isidoro Fattore, resignation

Elisa Silverio

Position: Teaching Assistant
Salary: Grade 7A, Step 1 / \$16,796
Effective Date: September 1, 2014
Probationary Period: September 1, 2014 – August 31, 2017
Tenure Area: Teaching Assistant
Purpose: Replacing Nicole Morales, resignation

Denise Cooper

Position: School Monitor – ES
Salary: Grade 3, Step 1 / \$10.06 per hour
Effective Date: October 8, 2014
Probationary Period: October 8, 2014 – April 8, 2015
Purpose: Replacing Judi Beaulieu, resignation

Maria Forero

Position: Spanish Teacher – HS
Salary: BA Step 2 + 6 credits / \$48,758.90, pro-rated
Effective Date: September 29, 2014

Probationary Period: Foreign Language
Purpose: Replacing Silvia Daole, resignation

Sharon Howard

Position: School Monitor – ES
Salary: Grade 3, Step 1 / \$10.06, per hour
Effective Date: October 8, 2014
Probationary Period: October 8, 2014 – April 8, 2015

Christopher Kosier

Position: Head Custodian – ES
Salary: Grade 15, Step 5 / \$36,792, pro-rated
Effective Date: October 8, 2014
Appointment: Provisional
Purpose: Replacing Ted Uecker, retirement

William Zimmer

Position: Assistant Principal – HS
Salary: HAA / \$99,000 pro-rated
Effective Date: On or about November 7, 2014
Probationary Period: November 7, 2014 – November 6, 2017
Tenure Area: School District Administrator
Purpose: Replacing Sarah Dudley-Lemek

b) **Separation Agreement and General Release**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the attached Separation Agreement between Highland Central School District and Employee Number 1322.

c) **Resignation**

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

Employee: Pete Watkins
Position: Athletic Director
Effective Date: November 7, 2014

Employee: Leslie Stafford
Position: Bus Attendant
Effective Date: September 25, 2014

Employee: Vincent Gregory
Position: Computer Technician
Effective Date: May 1, 2014

d) **Unpaid Leave of Absence - Extension**

BE IT RESOLVED that the Board of Education, upon the recommendation of

the Superintendent of Schools, approves the following extension of an unpaid leave of absence request as follows:

Employee: Kristin Candia
Position: Guidance Counselor
Effective Date: present – February 1, 2016
Purpose: Child-rearing leave

e) **Leave Replacement Extension**

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

Employee: Vanessa Pratts
Position: School Counselor
Effective Date: present – January 31, 2016
Purpose: Extension of leave replacement coverage for Kristin Candia

f) **Rescind Request for Leave of Absence**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the request to rescind Leave of Absence request and return to work as of November 1, 2014 for employee Richard G. Call.

g) **Rescind Resolution of Termination**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves rescinding Board resolution dated April 23, 2014 to terminate employee number 1322.

h) **Leave of Absence Request**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the request from employee David M. Berryann for leave of absence as night custodian at middle school for the duration of his provisional appointment as head custodian.

i) **Leave Replacement**

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

Employee: Karen Bender
Position: Music Teacher – ES
Salary: MA Step 1 / \$47,765, pro-rated
Effective Date: On or about October 15, 2014 – February 2, 2015
Purpose: Replacing Karen Adamec, maternity leave

j) **Creation of Position/Appointment**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves creating the following technology position:

Network Specialist 1

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

Chris Faxon

Position: Network Specialist 1

Effective Date: October 8, 2014

k) **Coaching Appointment – Volunteer**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the volunteer appoint for the 2014 Fall Season as follows:

Thomas Truscello – Volunteer Assistant – Modified Football

l) **Appointments for Co-Curricular/Special Services Positions at Middle School**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following faculty members for the co-curricular and special services positions at the Middle School for the 2014-2015 school year:

Suzanne Faugno – Yearbook

Nicole Montaperto – Subject Area Coordinator / Math

Vanessa Pratts and Phyllis Letterii – School Store

Vanessa Pratts and Phyllis Letterii – Student Council

Linda Madden – Musical Play Director

Jordan Chen – Musical Music Director

Phyllis Letterii – G.O.T.T. (volunteer)

James Conklin – Subject Area Coordinator / Special Areas

m) **Appointments for Co-Curricular Positions at High School**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following faculty members for the co-curricular positions at the High School for the 2014-2015 school year:

Regina Reilly- Multicultural Club Advisor

Vanessa Pratts – Multicultural Club Advisor

Vanessa Pratts – Junior Class Advisor

Heather Bragg – Junior Class Advisor

Heather Ludwigson – Junior Class Advisor

n) **Appointments – Mentors**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following mentors at a stipend rate of \$1,000.00 for the 2014-2015 school year:

Lisa Otis

Christopher Cozzolino

Stefanie Whiston

Michael Watts

Lynda Keech

Mark Chiarieri
Jessica Heissenbuttle
Terri Grossman

BUSINESS AND OPERATIONS:

a) Accept Donation & Budget Increase

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, rescinds the motion of August 14, 2014 approving the budget increase.

FURTHERMORE, BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the budget increase (with revisions) of \$2,430.

<u>Appropriations</u>		Total	\$2,430
Maintenance Repairs	A1621-444-08-0000	Total	\$2,030
Regular Day Inst. – MS	A2110-501-02-0000	Total	\$ 400
<u>Revenues</u>		Total	\$2,430
Gifts & Donations	A2705	Total	\$2,430

**Motion made by Sue Gilmore; Seconded by Debbie Pagano; Discussion: none;
Motion carried with a 7-0 vote.**

b) Acknowledge Energy Performance Contract Payment #3 and #4

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, hereby acknowledges payment application #3 in the amount of \$288,188 and payment application #4 in the amount of \$224,770 to Johnson Controls.

Motion made by Debbie Pagano; Seconded by Mike Reid; Discussion: Question came about quality. Alan Barone stated that after an earlier meeting, Pete Miller is pleased with the quality of work. Motion carried with a 7-0 vote.

SUPERINTENDENT COMMENTS

Superintendent of Schools, Deborah Haab, updated the Board on the following topics:

- SED Department welcomed and recognized the STLE grant;
- Look ahead calendar up till October 28th;
- Postcards to be mailed to community with “information station” dates;
- Pete Miller’s report regarding grubs at high school athletic field;
- Student elections recently took place. Student Danielle Stoner has been elected and anticipates sitting at the October 21st board meeting.

The Board had no questions/concerns/comments.

ASSISTANT SUPERINTENDENT COMMENTS

Assistant Superintendent of Schools, Sarah Dudley-Lemek, updated the Board on the following topics:

- Student Wellness Policy was distributed to members. Board members noticed official date needs to reflect current 2014 year.
- As a result from “Golden Circle” on Opening Day, the program, WORDLE, identified the most popular words used. These words were included “Inspire, Positive, Community”, etc.
- Mike Reid suggested at an upcoming Board retreat to recognize administrators.

BOARD OF EDUCATION:

New Business:

a) Poll Voting Resolution

Resolution of the Highland Central School District, Highland, New York, adopted August 26, 2014, appointing the Chairman for the Board, Special District Meeting, to be held on October 28, 2014 and appointing the Inspectors of Election to act at such Special District Meeting.

Resolved by the Board of Education of Highland Central School District, Ulster County, New York, as follows:

Section 1. Pursuant to the provisions of the Education Law, Section 2025, Maryann Ingraham, a qualified voter of this School District, is hereby appointed to act as the CHAIRMAN of the SPECIAL DISTRICT MEETING to be held in the School District on October 28, 2014 and the District is hereby authorized and directed to give written notice of appointment to such qualified voter so appointed by this Board of Education, not later than ten (10) days prior to the Special District Meeting.

Section 2. Pursuant to the provisions of the Education Law, and being not less than (10) days prior to the holding of the Special District Meeting on October 28, 2014 the following qualified voters are hereby appointed to act as INSPECTORS OF ELECTION, and Lisa M. Cerniglia to act as the CHIEF ELECTION INSPECTOR, each to perform such duties and to take such action as prescribed by the Education Law:

Barbara Phillips	Barbara Terping	Thomas Hollway
Angela Greico	Barbara Vache	Jared Sprague
Pat Winchell	Robin Bogdanowicz	Heather Ludwigson
Heidi Souleotis	Sandy Beal	
Mary Darcy	Kim Sweeney	
Sally Bellacicco	Daniel Russo	

and the District Clerk is hereby authorized and directed to give written notice of the appointments so made by the Board to all of the persons so appointed, all not less than ten (10) days prior to the date of said Special District Meeting to be held on October 28, 2014.

Section 3. The District Clerk is hereby authorized and directed to notify this Board of Education forthwith if any such persons hereinabove appointed to the respective offices refuses to accept such appointment or fails to serve, in which case this Board of Education is to take such further action as may be authorized in such circumstances

pursuant to the Education Law. In the event that this Board of Education is unable to hold a meeting to appoint a qualified voter of this School District to fill a vacancy caused by the refusal of any person herein designated to accept his/her appointment or the failure of any such persons to serve, the District Clerk is hereby authorized to appoint a qualified voter of this School District to fill such vacancy.

Section 4. This resolution shall take effect immediately.

Motion made by Debbie Pagano; Seconded by Mike Bakatsias; Discussion: none; Motion carried with a 7-0 vote.

b) **The APPR “Safety Net” Legislation**

- As of today’s date, the bill has not been signed by Governor.

c) **Sports Team Mergers**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves to continue a merge with Marlboro Central School for the winter 2015 sports season for Varsity Boys Swimming.

Motion made by Debbie Pagano; Seconded by Mike Read; Discussion: none; Motion carried with a 7-0 vote.

d) **Ulster BOCES Board Seat Vacancy**

- Ulster BOCES board member, Regina Tantillo-Swanson, is no longer in the Highland District therefore cannot represent Highland on the Board. Board will most likely nominate an individual by the next Board meeting.

e) **Correspondence** – None at this time.

f) **Emergency Use Of Pesticides**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the High School Football Field to be treated with the pesticide DyLox® 6.2 Granular to eliminate the grubs that have recently infested the field. This process would also include the field not to be used for twenty-four (24) hours after this application and watered heavily during this period to carry the pesticide into the ground to the depth of the grubs.

Motion made by Sue Gilmore; Seconded by Mike Bakatsias; Discussion: Board has to approve this procedure as a resolution prior to any treatment being done. Further discussion took place regarding the damage that has taken place by the grubs. First application will take place immediately in order for field to be ready by Homecoming. Motion carried with a 7-0 vote.

g) **Future BOE Agenda Items**

Old Business:

a) **Result of the Support Service Meeting**

- Mike Reid, informed Board that at the October 7th Support Service Meeting; a popular topic of conversation was solar energy. K-Solar, a joint project of NYPA, will provide school an estimate at no cost or obligation to District. The Support Service team recommended to move forward.
- Louise Lynch has the information and requirement to establish new playground (at the cost of \$6,000) at elementary school. Installation will occur approximately spring break 2015.
- Develop maintenance plan on infrastructure.

PUBLIC COMMENTS:

No comments were made at this time.

Motion made at 9:15 pm by Mike Bakatsias to go into Executive Session; Seconded by Mike Reid; Discussion: none; Motion carried with a 7-0 vote.

EXECUTIVE SESSION: Anticipated upon Board approval

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

1. _____ Matters which will imperil the public safety if disclosed;
2. _____ Any matter which may disclose the identity of law enforcement agent or informer;
3. _____ Information relating to current or future investigations or prosecution of criminal offices, which would imperil effective law enforcement if disclosed;
4. _____ Discussions regarding proposed, pending, or current litigation;
5. x Collective Negotiations pursuant to Article 14 (Taylor Law) of the Civil Service Law;
6. x 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;
7. _____ The preparation, grading or administration of examinations;
8. _____ A proposed acquisition, sale, or lease of real property or the proposed acquisition of securities, or sale or exchange of securities held by such public body, but only when publicity would substantially affect the value thereof.

Motion made at 10:56 pm by Mike Reid to exit Executive Session; Seconded by Heather Welch; Motion carried. Motion made by Mike Reid to adjourn Open meeting; Seconded by Heather Welch; Motion carried and meeting is adjourned.

ADJOURNMENT (10:56 pm)

Minutes submitted and recorded by Lisa M. Cerniglia, District Clerk