

Highland Central School District

MINUTES

Board of Education Meeting

Tuesday, September 15, 2015

6:00 pm Executive Session (Pending Board Approval)

7:00 Open Meeting

To Be Held in the Highland High School Board Room (E-32)



Motion made by Heather Welch at 6:07 pm to go into Executive Session; Seconded by Mike Bakatsias; Motion carried with a 7-0 vote.

EXECUTIVE SESSION (6:07 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;
- 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 by Tom Miller at 7:15 pm to exit Executive Session and go into Open Meeting; Seconded by Ed Meisel; Motion carried with a 7-0 vote.

ATTENDANCE:

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

Administrators/Principals/Directors: Deborah Haab, Superintendent of Schools; Sarah Dudley-Lemek, Assistant Superintendent of Schools; Louise M. Lynch, Business Administrator; Barbara E. Chapman, Director of Student Services; Debbie Tompkins, Assistant Director of Transportation; Frank Alfonso, Athletic Director; Pete Harris, High School Principal; Bill Zimmer, Assistant High School Principal; Dan Wetzel, Middle School Principal; Meghan Connors, Middle School Assistant Principal; Joel Freer, Elementary School Principal; Kathleen Sickles, Elementary School Assistant Principal

CALL TO ORDER AND PLEDGE OF ALLEGIANCE (7:20 pm)

Board President Alan Barone called meeting to Order at 7:20 pm. The Pledge of Allegiance was then recited.

PUBLIC COMMENTS:

The floor was open for public comments. The following comments were made:

- Jim Delmar, community member, expressed his disappointment with Administrators and Board members for their recent decision on not appointing him as the coach for the Varsity Girls Basketball team.
- Fiona Malcolm, community member, reiterated Jim Delmar's comments. Fiona also questioned why the salary was not listed on the agenda regarding Service Agreements. Deborah Haab stated that once the Salary Agreement positions have been approved, the salary will be available on website. Another concern Fiona expressed was why a parent member has not been appointed on the CSE and CPSE committee. Barbara E. Chapman explains this question during her comments under, "Director of Student Services"
- Margaret Malcolm, community member, asked the following questions: (1) Are all coaches HTA members? Response: No. (2) What is the difference between the HTA and HELPA contract? Response: Deborah Haab explained the insurance plans. Brief discussion took place.
- Chris Yurchuk, community member, expressed her concerns regarding the Girls Varsity Basketball coaching position. Ms. Yurchuk also questioned the practice of including "To Be Determined" (TBA) appointments on the Board's agenda.

Discussion then took place about stipends. Alan Barone stated that for the record the current HTA contract is no different from the prior year's contract in regards to number of stipend positions a HTA member can have in a school year. Several teachers have held two (2) or more stipends in one school for a very long time. Further discussion then took place.

SPECIAL PRESENTATION

(Power point presentation available upon request in District Office)

A power point presentation regarding, Dignity For All Students Act (DASA) / Legal Implications for School Districts, was presented by Garrett L. Silveira, Esq. of Shaw, Perelson, May & Lambert, LLP.

The Board had no questions.

ACCEPTANCE OF REPORTS:

BE IT RESOLVED that the Board of Education acknowledges reviewing the following reports:

- a) Board of Education Meeting Minutes – August 18, 2015 and September 1, 2015.

Motion made by Mike Bakatsias; Seconded by Tom Miller; Discussion: none; Motion carried with a 6-0-1 vote (Sue Gilmore abstained due to timing of material delivered to Board).

CURRICULUM AND INSTRUCTION:

- a) **Principal's Report:**

Each month the Principals report on important information and events occurring in their schools. Reports are on file in District Office.

Joel Freer, Elementary School Principal

- Joel reiterated report from Debbie Maietta on her daily accomplishments in her new position as Technology Teaching Assistant.
- Recognized Patrick Boyd for overseeing the summer school program as an Administrative Intern;
- Recognized the Town of Lloyd Police Department and Hannaford's for their recent donation in collecting school supplies for students.

The Board had the following questions/concerns:

- Tom Miller asked about adaptive equipment at playground and if there were any concerns. Joel stated that no concerns have been noted.
- Board recognized the student mobility data report.

Dan S. Wetzel, Middle School Principal

- Barbeque was held on August 18th as an orientation to welcome parents and students.
- Mr Kandeel, Arabic Language and Culture teacher, will be presenting his curriculum to Board in near future.
- Student mobility reflects the following: 21 students moving in and 11 moving out.

The Board had no questions or concerns.

Pete Harris, High School Principal

- Approximately 129 students attended freshman orientation;
- Town of Lloyd Police Department will be speaking to the Forensic and Psychology classes to invite students to apply for the Civilian Police Academy informational sessions at Highland beginning October 14 2015.
- Student driver assembly will take place week of September 21st;
- College algebra received NCAA approval;
- Assistant Superintendent spoke to faculty regarding the expectations from staff on Transgender and Gender Nonconforming Students;
- Tardy and attendance protocol;
- Student mobility data.

The Board had the following questions/concerns:

- Sue Gilmore asked for Pete's opinion on a trend she has heard of student's not having the strong desire to drive.
- Tom Miller expressed his positive tour visit at high school as well including the Middle and Elementary School.

b) **Director of Student Services Report:** (Available in District Office)

Barbara E. Chapman reported on the following on the operations of the Student Services Department:

- Student Mobility Data;
- District Wide PBIS team invites a Board member to attend quarterly meetings;
- Update on regulations summarizing that an additional parent member is no longer a required member of the CSE or CPSE (since 2008) unless specifically requested by a parent. NYS revised regulations to make them more in line with federal requirements. Further information will be posted on website.

The Board had no questions or concerns.

c) **Approval of Committee on Special Education Minutes**

BE IT RESOLVED that the Board of Education hereby accepts the recommendations of the Committee on Special Education according to the minutes of the CSE meetings of September 1st, 2015, and the amendment agreement no meetings of August 31st, September 3rd, 8th, 9th, and 10th, 2015, and authorizes the arrangements for such students' special education programs and services.

Motion made by Debbie Pagano; Seconded by Ed Meisel; Discussion: none; Motion Carried with a 7-0 vote.

d) **Approval of Committee on Preschool Special Education**

There were no CPSE meetings for this period.

PERSONNEL:

Motion made by Mike Bakatsias to move items "a-k" as a block; Seconded by Ed Meisel; Discussion: Varsity Girls Basketball vote was 5-1-1 (Alan Barone opposed, Ed Meisel abstained); Varsity Girls Softball vote 4-2-1 (Alan Barone and Heather Welch opposed, Ed Meisel abstained); all other items motion carried with a 7-0 vote. Deborah Haab introduced to Board newly appointed Account Clerk/Typist Marcianne Schmitt.

Clerk's note: Please note that the appointments under item "d" are for the Bus Garage Department.

a) **Coaching Appointment - Amendment**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following amendment for Modified Football Volunteer Assistant Coach as follows:

Cody Weaver

Position: Modified Football Volunteer Assistant Coach

Stipend: Volunteer

Effective: September 8, 2015

b) **Service Agreement**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the attached updated Personal Service Agreement for Peter Miller, Director of Operations effective July 1, 2015.

c) **Service Agreement**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the attached updated Personal Service Agreement Carol Potash, Director of Technology, effective July 1, 2015.

d) **Appointments**

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

Marcianne Schmitt

Position: Account Clerk/Typist – Bus Garage

Salary: Grade 6A, Step 3 / \$27,573

Effective: September 16, 2015
 Probationary Period: September 16, 2015 – March 16, 2016

Rebecca Tompkins

Position: School Bus Attendant – Bus Garage
 Step: Grade 3, Step 3 / \$14,468 pro-rated
 Effective: September 16, 2015
 Probationary Period: September 16, 2015 – March 16, 2016
 Purpose: New position

Tasia Simpkins

Position: School Bus Attendant – Bus Garage
 Salary: Grade 3, Step 1 / \$13,398 pro-rated
 Effective: September 16, 2015
 Probationary Period: September 16, 2015 – March 16, 2016
 Purpose: Replacing Marcianne Schmitt, transfer to account clerk/typist

Katelinn Valentino

Position: School Bus Attendant – Bus Garage
 Salary: Grade 3, Step 1 / \$13,398 pro-rated
 Probationary Period: September 16, 2015 – March 16, 2016
 Purpose: New position

e) **Coaching Appointments – Winter and Spring Season**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following coaching positions for the 2015-2016 Winter/Spring Season:

<u>Name</u>	<u>Position</u>	<u>Stipend</u>
<u>Winter Season</u>		
Brian Bishop	Junior Varsity Boys Basketball Head Coach	\$2,781.00
Tabitha Jones	Varsity Winter Cheerleading Head Coach	\$2,416.00
Taylor Jones	Jr. Varsity Winter Cheerleading Head Coach	\$1,640.00
Michael Milliman	Varsity Boys Basketball Head Coach	\$3,975.00
Olivia Pacheco	Modified Girls Basketball Head Coach	\$1,907.00
Paul Latino	Varsity Girls Basketball Head Coach	\$3,975.00
Theresa Eckert	Varsity Bowling Head Coach	\$2,416.00
Benjamin Smith	Modified Wrestling Head Coach	\$1,907.00
John McFarland	Varsity Wrestling Head Coach	\$3,975.00
Justin Signorelli	Varsity Wrestling Volunteer Assistant Coach	volunteer
Salvatore Mazzella	Varsity Wrestling Assistant Coach	\$2,504.00
<u>Spring Season</u>		
Kevin Rizzo	Junior Varsity Baseball Head Coach	\$2,264.00
John Buonamano	Varsity Baseball Head Coach	\$3,178.00
Paul Latino	Varsity Girls Golf Head Coach	\$3,035.00
Thomas Schlappich	Varsity Boys Lacrosse Head Coach	\$3,399.00
Benjamin Smith	Varsity Boys Lacrosse Assistant Coach	
Kim Caso	Varsity Girls Lacrosse Head Coach	\$3,399.00

John Manganiello	Junior Varsity Softball Head Coach	\$2,264.00
Michael Milliman	Varsity Softball Head Coach	\$3,178.00
Alan Benson	Varsity Boys Tennis Head Coach	\$2,320.00
Courtney Neenan	Modified Boys Track Head Coach	\$1,538.00
Alicia Reina	Modified Girls Track Head Coach	\$1,538.00
Kathleen Reid	Varsity Boys Track Head Coach	\$3,399.00
Josh Tatum	Varsity Track Assistant Coach	\$2,504.00
Theresa Eckert	Varsity Girls Track Head Coach	\$3,399.00

f) **Salary**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the salary increase for employee Donald Dibble, acting as garage supervisor, for a 10 % differential per contract.

g) **Resignation**

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

Employee: Marcianne Schmidt
Position: School Bus Attendant
Effective: September 16, 2015
Purpose: To be appointed as Account Clerk Typist

h) **Salary**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the corrected Salary/Step for Sandy Beal, LPN, as a Step 12, effective September 1, 2015.

i) **Coaching Stipends – Winter and Spring**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the coaching position for the 2015-2016 Winter and Spring Season as follows:

Coach: TBD
Position: Modified Boys Basketball Head Coach
Salary: \$1,907.00

Coach: TBD
Position: Junior Varsity Girls Basketball Head Coach
Salary: \$2,781.00

Coach: TBD
Position: Modified Baseball Head Coach
Salary: \$1,907.00

Coach: TBD
Position: Modified Softball Head Coach

Salary: \$1,907.00

j) **Substitute Teaching Appointments**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the attached revised substitute teaching list with an Emergency Conditional Appointment consistent with SAVE legislation requirements.

k) **Non-Teaching Substitute Appointments**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the attached revised Non-Teaching substitute list with an Emergency Conditional Appointment consistent with SAVE legislation requirements.

BUSINESS AND OPERATIONS:

a) **Policy 5630, Meal Charging** – Discussion took place.

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the Highland Central School District Board of Education Policy 5630 / Subject: Meal Charges as noted.

Motion made by Sue Gilmore; Seconded by Tom Miller; Discussion: The change in policy reflects (1) all students, regardless of payment history, will have a meal and (2) system will notify students/families on a regular basis of meal charges. Motion carried with a 7-0 vote.

b) **Equipment Donation**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, accepts the donation from Spectrum Industries, Chippewa Falls, WI a Media Manager Lectern desk that is valued at \$2,388.00.

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

c) **Installment Purchase Agreement**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools, authorizes Ulster County Board of Cooperative Educational Services (“Ulster County BOCES”) to enter into an Installment Purchase Agreement on the District’s behalf for the acquisition and installation of technology equipment cost not to exceed \$217,763.39 plus associated interest for a period not to exceed forty-eight (48) months, to commence upon the satisfactory receipt of all equipment on a properly authorized District Purchase Order issued for this purpose.

BE IT FURTHER RESOLVED that the Superintendent is authorized to execute an Agreement with Ulster County BOCES in the attached form, and any other documents in furtherance of this resolution.

Motion made by Tom Miller; Seconded by Debbie Pagano; Discussion: Purchase agreement is for copier machines which should be delivered approximately by November 2015. Motion carried with a 7-0 vote.

d) **Capital Reserve Fund**

BE IT RESOLVED that the Board of Education, upon the recommendation of the Superintendent of Schools of the Highland Central School District, hereby authorizes the funding of the Capital Reserve Fund with of unspent funds from the 2014-15 school year.

Motion made by Mike Bakatsias; Seconded by Ed Meisel; Discussion: Deborah Haab verified to community these funds are from the established and vote approved capital reserve fund. Motion carried with a 7-0 vote.

SUPERINTENDENT COMMENTS

Deborah Haab updated the Board on the following events/topics:

- Second week of school is going well;
- Evacuation bus drills have taken place and soon will fire drills;
- Enrollment on the first day of school is 1,790 – it was projected to be 1,764;
- Two week look ahead schedule;
- Re-dedication to honor Dr. Carl F. Meekins to take place at homecoming football game on October 16 at 6:45 pm;
- Per pupil spending for the 2014-2015 school year is \$19,704.77. The median is \$23,003.68 (this covers Ulster and Sullivan county);
- Board retreat scheduled for October 6th and October 20th at 5:00 pm. The Board confirmed these dates;

ASSISTANT SUPERINTENDENT COMMENTS

Sarah Dudley-Lemek updated the Board on the following events/topics:

- The first of three presentations took place today (9/21) on the follow-up of DASA and new documents on the expectations from staff regarding Transgender and Gender Nonconforming Students. The Board will also see a condensed similar presentation at an upcoming meeting.

BOARD OF EDUCATION:

New Business:

- a) **BOE Meeting** – Conflict with the June 2016 Elementary School Moving-Up Ceremony. Board tentatively rescheduled June 21st meeting for June 28th.
- b) **Ulster County School Boards Association Meeting** - Monday, September 21, 2015 at 6:00 pm. Deborah Haab and Mike Bakatsias will be attending.
- c) **BoardDocs Software** – Approximate cost is \$4,550. This annual fee is net cost after the BOCES aid. After discussion it was decided to move forward.
- e) **Re: Appointment Resolutions - New Probationary Pedagogical Employees**
Discussion took place on the updates
- f) **Correspondence** – No correspondence discussed at this time.
- g) **Future BOE Agenda Items**

Old Business:

- a) **Assessment Committee** – Alan Barone asked the Board who would like to serve on this committee. After discussion, it was agreed that the Board will move forward.

PUBLIC COMMENTS:

The floor was open for public comments. The following comments were made:

- Margaret Malcolm, community member, asked about the following:
 - (1) Capital Reserve Fund – Deborah Haab stated voters have to approve spending these funds which holds a \$100,000 as of September 16th.
 - (2) Board resolutions – Deborah Haab explained resolutions are passed by majority vote by Board. Minutes will reflect number of vote's motion was approved by; voted "nay" by (including Board name) and number/name of "abstained".

Motion made at 9:30 pm by Mike Bakatsias to adjourn Open meeting and go into Executive Session; Seconded by Ed Meisel; Discussion: none; Motion carried with a 7-0 vote.

EXECUTIVE SESSION: (9:30 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;
- 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 10:16 pm by Mike Bakatsias to adjourn Executive and Open meeting; Seconded by Tom Miller; Motion carried with a 7-0 vote.

ADJOURNMENT

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