ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION
BOICEVILLE, NEW YORK 12412

WORKSHOP MEETING
MINUTES 6:00 p.m.
TUESDAY, FEBRUARY 19, 2019
MIDDLE SCHOOL/HIGH SCHOOL

1. Opening Items

1.01 Call to Order 6:00
1.02 Tobacco Policy Statement
1.03 Pledge of Allegiance
1.04 Roll Call
Present: Trustee Salem, Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Ratcliff, Trustee Warren
Not Present: Trustee Shands

2. Acceptance of Minutes

2.01 Acceptance of Minutes (proposed 6:05)
Recommended Action: The Board of Education hereby accepts the minutes of the February 5, 2019 Board Meeting
Motioned: Trustee Storey
Seconded: Trustee Ratcliff
Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Ratcliff, Trustee Warren
Not Present: Trustee Shands

3. Welcome

3.01 Middle School Principal, Jennifer O'Connor will welcome the Board (proposed 6:10 duration 10 min)
MS Government Officers could not be present, so Ms. O'Connor gave their report to the Board

- Changed some things with student government after the Board visit
- English Teacher, Denise Maltese is the advisor
- It is the newest MS club
- In October – students campaigned and wrote speeches, then voted and 8 students got elected – election was so close made advisory council with candidates that were not elected
- They have 3 goals
    - Provide a voice for the students
    - Act as a liaison between teachers and principal
    - Provide school service to community and to larger community
- Accomplishments:
    - Planned lunchtime "Mix It Up" as part of National Mix Up Day – students sit with different people for lunch to meet other students
    - Planned holiday party
    - Mirrors in boys bathroom
    - Washed, dried and folded all lost and found clothing in time to be claimed by parents at the Holiday Concert with the National Junior

Honor Society
    - Wrote and administered survey on midterms
- Thanks to Board for support

4. Superintendent District News

4.01 The Superintendent will report District News (proposed 6:20)

- The NYS Commissioner of Education changed their original guidance, and now a 3 hour delay day will count as an instructional day
    - Will provide a waiver for 2 hours, so will give up 1 hour of instructional time against the minimum amount of time required
- Earlier today, Instructional Cabinet viewed a second web based demo of a culture and climate survey
- Working with BOCES to enhance communications beginning with a communications survey to the community to ascertain whether we are communicating in the ways they want to receive information, and to find out what else we can do to ensure that our community feels informed
    - Also looking to create a consistent image to use across the district on items like letterhead and forms

Now Present

Trustee Shands arrived 6:10

5. Student Representative Report

5.01 Student Representative, Satch Sumner-Waldman will report to the Board 6:10

- Krispy Kreme fundraiser – senior class sold 151 boxes, raised almost $1000 to lower cost of prom
    - May do another one with Kraus' chocolate
- Opened a suggestion box for Student Government so every student has a say in policies implemented by Association of Student Government

6. Board District News

6.01 The Board will report District News (proposed 6:30)

Trustee Shands reported:

- Senior Night at girls basketball varsity game honored Juliette Patterson and Ashley Bernhardt
- Acknowledge athletic photos up in the hallway of the HS

Trustee Kurnit reported on the Capital Conference that he attended with Trustee Salem and Trustee Storey:

- Sunday were beneficial sessions
- Commissioner was refreshingly straight forward
- Reporter Roundtable was very good
- Following day went to meet with legislators or their representative
    - If not repeatedly in front of them they do not pay attention

Trustee Salem reported on a rumor that the Board is closing a building but there has not been such a discussion by the Board

- Board is advocating with the legislators and researching ways to deal with declining enrollment

7. Acknowledge Public Be Heard Comments

7.01 The Board will acknowledge the public be heard comments from the last meeting
No comments were made

8. Public and Student Comment

8.01 Public and Students may comment on any agenda or non-agenda item (proposed 6:35 duration 10 min or more)
No comment was made

9. 2019-2020 Budget Discussion

9.01 Assistant Superintendent for Business, Monica LaClair will lead a discussion on the Transportation part of the 2019-2020 Budget (proposed 6:40 duration 30 min)
6:20

- Do not have contract in place for transportation
- Met with Mulligan and representatives, discussed what was driving costs - new contract has a 35% increase ($800,000)
    - When contract was approved 5 years ago – different economy
    - Requirements for bus drivers changed
    - lack of drivers caused Mulligan pay more and give other incentives
- Information from State Ed is that if want to extend more than a year, would not have to be within CPI, one year would be within CPI; if just extend, needs to be at CPI every year
    - No mention of multi-year extensions – see if any extension can be over CPI
- Makes sense to go out to bid

Discussion:

- No consensus for 1 year extension – they will not do 1 year- can't afford it
- Rationale: Mulligan is losing money on our contract this year due to difficulty with getting drivers – started paying premiums and minimum wage increased, also offering more benefits
- Built in 2% increases in current contract due to CPI
- Limited by what we can do – can't share transportation due to size of district
    - Can look to limit runs
    - 1 run for whole district would not reduce bus contract amount
    - Look at 4-12 grade on 1 run
        - People are nervous about this, but can be a mentoring experience and other districts do it successfully
    - Look at fewer bus stops
- Very difficult to get a new bus company in this area – got very few bids last time
- Paying off buses purchased last year in next budget
    - Owning buses requires more full time people
- Can there be an agreement with UCAT or is it a law that children must take school buses?

- Drivers are regulated by State Ed; students must be transported on a school bus- will double check the law
- Every child must be assigned a bus - if dismissed for emergency
- State Ed does not allow us to opt out of their bus assignment

- Decision will be made soon

Transportation Director, Nicole Sommer:

- Routed away 3 MS/HS and 3 elementary runs
- Piloted a run where buses picked up Woodstock and Phoenicia students, then met at an area to take to schools

10. Break

10.01 The Board of Education will take a break at 6:55

11. Presentation on the Guidance Plan and Social Emotional Learning

11.01 Assistant Superintendent for Curriculum & Instruction, Dr. Jodi DeLucia will present the new Guidance Plan & Social Emotional Learning in the District (proposed 7:15 duration 50 min)

7:00

- Thanked Guidance Department Chair Sarah Turck and PPS Director Cindy Bishop for their work
- Pockets of great things happening in the District

Sarah Turck presented the Guidance Plan

- State changed the regulations
  - Shifted the title from Guidance Counselor to School Counselor
  - Tier 1 support services must be given by school counselors K-12
  - Moved a counselor to Bennett in anticipation of the new regulations
  - Annual review changed from 7-12 to 6-12
    - Making sure they are taking the right courses at the MS/HS and taking courses of interest and in their strengths at 6th grade
  - Stakeholder advisory group must review plan twice a year
- Revamped Counseling plan in 2015 with 9 objectives from the American School Counseling Association related to academic, social-emotional and career planning linked to student competencies – all programs aligned in curriculum map with these objectives
- Lessons and activities for grades K –3 are being added to the comprehensive school counseling program.
- Delivery of new lessons and activities are contingent upon interpretation of “access” to a school counselor at the primary level
- Staffing requirements are being assessed with special attention to the three unique responsibilities of school counselors, school psychologists, and school social workers
  - Counselors provide tier 1 support – short term counseling for life’s stresses and classroom lessons
  - Psychologists provide tier 2 and 3 support - perform psychoeducation testing and individual/group counseling for targeted groups of students identified as needing additional support
  - Social Workers provide tier 2 and 3 support – provide individual/group

counseling for targeting groups of students and provide prevention, intervention, and crisis response for at-risk students by linking supports within the school, family, and community
    - Counselors, Social Workers and Psychologists work together in each specialty
    - Social Workers and Psychologists do mandated counseling from IEPs

Discussion:

- State Ed has been unclear as to how much staff time "access" requires
- Pregnancy and other health situations are not specific in the Guidance Plan
- School Counselors use standard practices in counseling and benchmarks to go over with students, also use Naviance Program heavily to help students find what their path should be to ensure students get equal experience with counselors
    - Specific to student's needs, if students feel a connection to a counselor to which they are not assigned, they are not turned away
- Director of Guidance is not an administrative position – do not oversee, evaluate or supervise guidance staff – do some administrative work, but work closely with building principal
    - Principals are in charge of all programs in their buildings
    - Director of Guidance should be an administrative position
- Go to a college and career fair – hoping to bring a larger group next year
- Past students come back to update counselors - ask alumni to some back to speak to students
- Counselors will help a student through college application and interview
    - Students need to ask for the help
    - Seniors take most of the time for counselors

Assistant Superintendent for Curriculum & Instruction, Dr. Jodi DeLucia presented on Social Emotional Learning

- Social Emotional Learning is the process through which children and adults acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions
- Research shows that students who have positive SEL experiences have better:
    - Classroom behavior
    - Attitudes about themselves, others, and their school
    - Anxiety and stress
    - Academic achievement
- In response to research, State Education released Social Emotional Benchmarks - 3 goals through K-12
    - Develop self-awareness and self-management skills essential to success in school and in life
    - Use social awareness and interpersonal skills to establish and maintain positive relationships
    - Demonstrate ethical decision-making skills and responsible behaviors in personal, school, and community contexts

- Are currently doing programs that hit these benchmarks

Pupil Personnel Director Cindy Bishop presented the "Pockets of Excellence" in Social Emotional Learning currently in District

- K-3 programs: PBIS, Incredible Flexible You, Bucket Fillers (full bucket feel confident, secure, calm, patient, and friendly and positive), Restorative Discipline, yoga techniques
- K-6 programs: PBIS, Too Good For Drugs (1-6)
- Too Good for Drugs builds on five essential life skills:
    - Goal Setting
    - Decision Making
    - Bonding with Pro-social Others
    - Identifying and Managing Emotions
    - Communicating Effectively
- 4-6 – Social Thinking - more for direct counseling services - teaches students the process by which we interpret the thoughts, beliefs, intentions, emotions, knowledge and actions of others along with the context of situations
- School counselor in the 4-6 building works to implement Too Good For Drugs, monitors student attendance, works on promotion of PBIS
- At the 7-12 level, SEL mostly done by School Counselors - Support Diversity Day for middle school students, Promote PBIS ONE-teora values each month, provide individual and group counseling to promote personal and social development, Support No Name Calling week at the high school, crisis intervention, work with Social Workers and Psychologists on crisis prevention and responsive services, meet with every student

Dr. DeLucia presented the SEL perception survey results:

- Asked teachers to complete a survey on SEL in 5 categories:
    - Routines and Environment
    - Classroom Social Emotional Climate
    - Student Engagement and Voice
    - Emotionally Intelligent Self-Practice
    - Explicit SEL Instruction
- Received a good response
- Teachers have not received professional development or resources to provide SEL in their instruction
    - Some teachers have done things on their own very well
- Learned from survey:
    - Pockets of excellence and best practice
    - Teachers are comfortable in their own understanding
    - Teachers do not feel that students have been engaged in the practice uniformly
    - Teachers do not express and discuss a full range of emotion with students uniformly
    - Teachers do not feel students can apply SEL best practice uniformly
- Next Steps
    - Need for explicit SEL professional development
    - Continuity: need for common language and programming across

buildings
- Building teachers awareness, common language, and self efficacy
- Need for a deep understanding of how to integrate SEL into curriculum

Discussion:

- Need to help teachers have the important conversations in the classrooms about SEL in lock down drills
- What does this look like in the classroom? Can we see books used?
  - In elementary school – social worker teaches curriculum
    - Bucket fillers – read book and then discuss ways students can express how they are feeling
  - Not uniform in all classrooms, happening in pockets
- The survey was a perception survey – not what is really happening
  - 90% felt that they were using it in classroom in different ways
- Began with Social Thinking curriculum many years ago, but it seemed repetitive through the grades – staff was trying to make it relevant
  - State mandated to teach drug & alcohol awareness at Kindergarten
    - Revised McGruff Crime Dog curriculum
  - Found "Too Good For Drugs" and piloted in 6th grade
    - Wonderful program K-6
- Plan to roll out SEL practices is in development
  - Teachers who use SEL in the classroom are empowered through their principals
  - Teachers are out of the classroom too much this year already for professional development
- Restorative Discipline/Practice – looking at implementing K-12
  - Being used more in some classrooms K-3 to manage behaviors
- Are the practices connected to our students' social and emotional well-being?
  - Need to discuss stresses of school, stresses of today's world and give students and teachers (especially at secondary) tool to minimize stress
  - Equity work addressed social climate in country – race and social climate and foster conversation amongst students with different ideas
- Will get more information from the Culture and Climate survey to be done before the end of the school year
- How do we know that PBIS is effective?
  - Students eager participation is some data
  - Don't have referral data at this meeting
- Embedding SEL into curriculum – detail information on how that will happen – what is your vision for a district that is excellent and innovative and not just compliant in terms of curriculum?
  - Start by finding the experts and getting information
  - Common theme in all professional development: Inquiry, engagement and enduring issues and learning through phenomenon
    - Every teacher K-6 has participated in literacy intensive
    - Teachers are now talking vertically in grades
    - Every teacher K-6 has received training on the core subject standards
      - Now expect to see these in the classroom

- Instead of just purchasing a new math textbook, created a Math Audit Committee to be sure the Math Workshop Model method recently adopted is being implemented in the classroom
- Identify priorities, then be sure every teacher knows about it

12. Donations

12.01 Hannaford Helps Donation (proposed 8:05)

Recommended Action: The Superintendent recommends acceptance of a donation totaling $10.00 CASH, from The Hannaford Helps Reusable Bag Program, to be used to support the Middle School PBIS program.
The Superintendent recommends approval to increase the 2018-2019 Budget code A2110.431.02 (Middle School Supplemental) by $10.00
Motioned: Trustee Shands
Seconded: Trustee Ratcliff
Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Ratcliff, Trustee Warren, Trustee Shands

12.02 Donations for Scholarships

Recommended Action: The Superintendent recommends acceptance of donations totaling $5,575.00 CASH, from various donors as scholarship awards for the Class of 2019.
The Superintendent recommends approval of the following donations: $200.00 Jessica Morra; $500.00 Paul and Karen Wereszynski; $100.00 Deborah Cease; $3,000.00 Quaranda Family; $25.00 Maureen Duffy; $100.00 Debra Manfredonio; $1,000.00 William Beesmer; $650.00 Jessica Morra
Motioned: Trustee Kurnit
Seconded: Trustee Osmond
Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Ratcliff, Trustee Warren, Trustee Shands

13. Independent Contract Retainers

13.01 Approve all ICRs (proposed 8:10)

Recommended Action: The Board of Education hereby approves the Independent Contract Retainers in item numbers 13.02-13.06
Motioned: Trustee Osmond
Seconded: Trustee Shands
Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Ratcliff, Trustee Warren, Trustee Shands

13.02 ICR- American Made Monsters Studio

Recommended Action: BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District approves the Independent Contractor Retainer between the Onteora Central School District and American Made Monster Studios for the period beginning January 25, 2019 to May 29, 2019 at a rate of $250.00 to a maximum of $250.00, as a mentor in prop making and authorizes the Superintendent to sign such an agreement.

13.03 ICR - Zukor

Recommended Action: BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District approves the Independent Contractor Retainer between the Onteora Central School District and Ronald Zukor for the period beginning February 7, 2019 to May 29, 2019 at a rate of $250.00, to a maximum of $250.00, as a mentor in jewelry making and authorizes the Superintendent to sign such an agreement.

13.04 ICR - Center for Creative Education- WD

Recommended Action: BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District approves the Independent Contractor Retainer between the Onteora Central School District and Center for Creative Education for the period beginning March 5, 2019 to March 28, 2019 at a rate of $208.33 per session, to a maximum of $2500.00, as an Artist in Residence at the Woodstock Elementary School and authorizes the Superintendent to sign such an agreement.

13.05 ICR - Center for Creative Education - PH

Recommended Action: BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District approves the Independent Contractor Retainer between the Onteora Central School District and Center for Creative Education for the period beginning April 8, 2019 to April 12, 2019 at a rate of $250.0 per session, to a maximum of $1250.00, as an Artist in Residence at the Phoenicia Elementary School and authorizes the Superintendent to sign such an agreement.

13.06 ICR- Woodstock Artists Association - PH

Recommended Action: BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District approves the Independent Contractor Retainer between the Onteora Central School District and Woodstock Artists Association and Museum for the period beginning February 11, 2019 to May 17, 2019 at a rate of $1,273.00 per residency, to a maximum of $1,273.00, as Visiting Artist at the Phoenicia Elementary School and authorizes the Superintendent to sign such an agreement.

14. Consent Agenda

14.01 Approve Consent Agenda (proposed 8:15)

Recommended Action: The Board hereby approves item numbers 14.02-14.06
Motioned: Trustee Storey
Seconded: Trustee Kurnit
Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Ratcliff, Trustee Warren, Trustee Shands

14.02 Create Position

Recommended Action: The Board of Education hereby creates the following position:
1.0 FTE Monitor

- For an IEP student

14.03 Personnel Agenda

RESIGNATIONS

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Rushkoski, Sharon	Teaching Assistant/Woodstock	3/1/19	Retirement

LEAVE OF ABSENCES: NON-INSTRUCTIONAL

EMPLOYEE NUMBER	EFFECTIVE DATE FROM - TO	REASON
1165	2/12/19 – 4/15/19	Paid Medical FMLA

APPOINTMENT: NON-INSTRUCTIONAL
PROBATIONARY APPOINTMENT

NAME	POSITION/SCHOOL	EFFECTIVE DATE	STEP	REMARKS
Bishop, Ashley	Monitor	3/5/19 – 11/4/19	4	New Position
Hilty, Michelle	Monitor	3/4/19 – 11/3/19	1	Extend Probation
Lapinski, Lois	Monitor	3/4/19 – 11/3/19	1	Extend Probation

The following named NON-INSTRUCTIONAL personnel have served a probationary status and are recommended to a PERMANENT STATUS consistent with the applicable laws and regulations of the State of New York:

NAME	POSITION	PROBATIONARY DATE	PERMANENT DATE
Ryan, Lisa	Monitor	09/04/18	03/03/19
Silver, Lauren	Monitor	09/04/18	03/03/19
Smith, Leah	Typist	09/01/18	02/28/19

14.04 Schedule U-The Committee on Special Education (CSE) and Committee on Pre-School Special Education (CPSE) Recommendations

Recommended Action: The Board hereby approves the Instruction - Schedule U-The Committee on Special Education (CSE) and Committee on Pre-School Special Education (CPSE) Recommendations, Schedule U, #2/19, Confidential, as reviewed by Trustee Shands

14.05 Approve Transportation Proposal

Recommended Action: BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District approves the contract between the Onteora Central School District and Transportation Advisory Services for the development of a Request For Proposal and the management of the bid process for the contracted bus runs for the amount of $11,610.00 plus expenses capped at $1,500.00 and authorizes the Superintendent to sign such an agreement.

14.06 Surplus Items

Recommended Action: BE IT HEREBY RESOLVED, on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District declare the attached list of items as surplus and authorizes the sale, public auction and/or disposal of these items

- Can contact Director of Facilities to see equipment

15. Committee Reports

15.01 Policy Committee - Trustee Salem to report. Next meeting is at Central – TBD

Received first batch of policies reviewed by NYSSBA – will schedule a meeting to go over them – policies on next agenda

16. New Business

16.01 The Board will discuss New Business

No new business was discussed

17. Old Business

17.01 The Board will discuss Old Business

Thanked Trustee Storey for finding that the Rural Schools Network opened application process

18. Request For Information

18.01 Discuss Requests for Information

Trustee Osmond asked about an opportunity for funding an electric car charging station

- Discussed at Facilities Meeting, found that it is very slow and don't want public on school grounds, District would have to maintain it and not charge for the electric

19. Adjournment

19.01 Adjourn Meeting. Next meeting March 5, 2019 in the Woodstock School (proposed 8:30)

Recommended Action: The meeting is adjourned at 9:35
Motioned: Trustee Osmond
Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Ratcliff, Trustee Warren, Trustee Shands

Minutes Recorded by Fern Amster,
District Clerk

Fern Amster

Board of Education: Kevin Salem, Laurie Osmond, Valerie Storey, Lindsay Shands, Bennet Ratcliff, Rob Kurnit, Robert Burke Warren