# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION
BOICEVILLE, NEW YORK 12412

MINUTES

WORKSHOP MEETING
6:00 p.m.
**TUESDAY, SEPTEMBER 24, 2019**
BENNETT SCHOOL

**1. Opening Items**

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

**2. Public Hearing**

2.01 The President will open the Public Hearing on the District Safety Plan
No one was present to comment

2.02 The President will close the Public Hearing on the District Safety Plan

**3. Acceptance of Minutes**

3.01 Acceptance of Minutes
*Recommended Action:* The Board of Education hereby accepts the minutes of the September 10, 2019 Board Meeting
Motioned: Trustee Ratcliff
Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Ratcliff, Trustee Warren, Trustee DeJesus
Not Present: Trustee Salem

**4. Welcome**

4.01 Bennett Principal, Gabriel Buono will welcome the Board (proposed 6:10 duration 10 min)

- Thanks for allowing him to be a volunteer Girls' Modified Soccer Coach
- Positive start to school year – the best opening ever had
- Thanks to Bennett Nurse & District Medical Director, Suellen Elmendorf for dealing with the immunizations
    - Should be rectified in next couple of days

Discussion:

- Not voted on student government yet – students are still campaigning
    - Election date is not set, send date for Board to observe
    - Ms. Formont and Ms. Mayone are the advisors – set the students up for success

## 5. Presentation- Dr. Baughman

5.01 Dr. Baughman will present his progress on Grade Configuration and Building Utilization (proposed 6:20 duration 20 min)

- Accomplished:
  - Reviewed documents
  - Met with administrators and supervisors
  - School enrollment analysis through 2029
  - Spent time with Superintendent, Assistant Superintendent for Curriculum & Instruction, Director of Transportation, Assistant Superintendent for Business
  - Looked at student achievement – challenge of finding similar districts
    - Looked at sparsity – amount of children per square mile and room to find another district – very difficult, Onteora is unique
  - Developed draft online community survey – wanted a transparent review process that encouraged the community to give input
    - Available online October 16th through November 6th
    - Looking to provide copies through towns or libraries for those without online access
  - Met with OTA President and asked that the executive board encourage teachers to participate
- Planning:
  - Will be community outreach – Oct. 29th 6-7:30 Community Open Forum – review of study, look at scenarios and pros and cons
  - Online survey makes clear that the Board is not examining making any changes in current configuration of schools – is for future planning
  - Also, on Oct. 29th meetings with staff, PTA, Booster Club, Student government, parents, business people
- Not Yet Done
  - Analyze survey results – through text analysis because open ended questions- looking for similarities in text
  - Analysis of data – trends and what they mean
  - Hoping to report to the Board Dec 19th or Jan 7th

Discussion:

- Bi-lingual families – have not talked about it yet
  - PPS Dept. is planning an information night, can give them survey
- Working with Superintendent and principals to provide access to meet with staff providing time at 4pm on Oct. 29th as open forum
- Interviews with staff would need a cross section of grades

## 6. Superintendent District News

6.01 The Superintendent will report District News (proposed 6:40)

- Homecoming was this past Saturday
  - Was the most well attended Homecoming
  - The day was a success due to the efforts of the Athletic Director, Director of Facilities and staff, PE staff, HS Principal, School Lunch Manager, the Booster Club and students
- Thanks to nurses and Principals for working with our families on the immunization issue

    - Continues to be a difficult issue for many families as the Department of Health was issuing updated clarification as late as two days before the deadline that was set in law in June
- Theatre production this year will be The Tempest
- Superintendent's Conference day is on Friday
    - Rolling out our initiative with the Morningside Center for Teaching Social Responsibility
        - There will also be professional development related to the new active learning spaces, curriculum development work, new technology integration specialists, and much more
- All buildings had successful Open Houses
- We received a letter from the School of the Art Institute of Chicago this week
    - An Onteora students is now attending their school
        - Wrote to tell us what a wonderful addition this student is to their program
        - The support received in our District for his art is evident

**7. Board District News**

7.01 The Board will report District News

Trustee Storey reported that there were so many HS parents at Homecoming – thank you to all who helped

Trustee Kurnit reported that Homecoming was exciting and everyone had a good time

Trustee Osmond reported that Homecoming showed the spirit and beauty of our campus

Trustee Ratcliff attended the MS Open House- each teacher had a great presentation

Trustee DeJesus reported:

- Homecoming – enthusiastic and proud athletes
- Phoenicia Open House – staff and teachers are wonderful and loving
    - Nice sense of community

**8. Acknowledge Public Be Heard Comments**

8.01 The Board will acknowledge the public be heard comments from the last meeting

No comments were made at the last meeting

**9. Public and Student Comment**

9.01 Public and Students may comment on any agenda or non-agenda item (proposed 6:55 duration 10 min or more)

No comment was made

**10. Discussion & Possible Action**

10.01 Donation

*Recommended Action:* The Superintendent recommends acceptance of a donation totaling $3,908.00 CASH, from The Fastman/Stern Families to purchase an Outdoor

Portable Scoreboard. The Superintendent recommends approval to increase the 2019-20 Budget line A2855.431.18 (Athletic Supplemental) by $3,908.00
Motioned: Trustee Storey
Seconded: Trustee Kurnit

- Thank you Fastman/Stern families –unparalleled generosity

Result: Unanimous
Yea: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Ratcliff, Trustee Warren, Trustee DeJesus
Not Present: Trustee Salem

10.02 The Board will vote on the NYSSBA proposed resolutions Numbers 1-13 (proposed 7:05 duration 20 min)

1. RESOLVED, that the New York State School Boards Association take a leadership role in encouraging school boards to develop successful strategies for integrating respect for differences into the educational experience. In carrying out this mission, NYSSBA shall encourage school boards to:

● Ensure that the importance of acceptance of others who are unique and different because of racial, ethnic, gender, sexual orientation, gender identity, disability status or religious differences is part of the curriculum.

● Invite discussion among students, parents, staff and the community about how hatred and bigotry based on race, ethnicity, gender, sexual orientation, gender identity, disability status and religion endanger the pluralistic and diversity principles for which this nation stands.

● Involve students, parents, staff and the community in developing and supporting educational practices which invite understanding and acceptance of others' differences and which aim to eradicate hatred and bigotry. YES: 6 NO: 0

2. RESOLVED, that the New York State School Boards Association support the full restoration of state and local tax (SALT) deductibility. YES: 6 NO: 0

3. RESOLVED, that the New York State School Boards Association support proposals to require the state to fund all state-mandated school meal programs and practices. YES: 6 NO: 0

4. RESOLVED, that the New York State School Boards Association support proposals to allow boards of education to determine if their buildings will be used as polling places for all elections. YES 5 NO 1

5. RESOLVED, that the New York State School Boards Association shall create a task force to study current requirements, costs, trends and other aspects of the special education system and make recommendations for the future of special education delivery in New York. YES 0 NO 5 ABSTAIN 1

6. RESOLVED, that the New York State School Boards Association support legislation that would require the independent hearing officer in a 3020-a hearing to accept the penalty sought by the district if there is a finding of guilt. YES 0 NO 6

7. RESOLVED, that the New York State School Boards Association support the requirement that local school districts continue to make determinations as to the substantial equivalency of education delivered in nonpublic schools. YES 0 NO 6

8. RESOLVED, that the New York State School Boards Association oppose legislative curriculum mandates. – DO AT NEXT MEETING

9. RESOLVED, that the New York State School Boards Association support proposals to authorize municipalities to install speed zone cameras in school zones. YES: 6 NO: 0

10. RESOLVED, that the New York State School Boards Association support

legislation to eliminate the limit on BOCES District Superintendent compensation. YES 5 NO 1

11. RESOLVED, that the New York State School Boards Association support requiring notification to districts by the courts of restraining orders prohibiting contact with or between students enrolled in the district and the parents, or those in parental relation to students. YES: 6 NO: 0

12. RESOLVED, that the New York State School Boards Association support legislation that will expand the definition of Child Safety Zones in the Education Law of New York State by adding criteria that pertains to neighborhoods with high crime rates or with deteriorating vacant buildings that create safety hazards. YES: 6 NO: 0

13. RESOLVED, that the New York State School Boards Association support legislative action in the regulation of vapor products including consumption, manufacturing, distribution and advertisement. YES: 6 NO: 0

10.03 Discussion of Board Goals for 2019-2020 (proposed 7:25 duration 45 minutes) 7:15

Final 2019-2020 Board Goals

1. Continue proactive efforts to build a climate of mutual trust inclusive of all groups and entities within the District by:
   - Supporting initiatives to increase school spirit
   - Supporting a Culture and Climate Survey;
   - Continuing diversity education for students and staff;
   - Continuing development and training in social emotional learning, equity and inclusivity, and restorative justice practices;
   - Continuing efforts to better publicize the District's accomplishments;
   - Facilitating greater communication and advancing the vision of the District.

2. Support the development of a long-term, District-wide plan that strategically addresses educational goals, declining enrollment, facilities, community impact, budget and cost-saving measures. Accomplish this through input from Superintendent recommendations, Board Ad Hoc committee, Shared Decision-Making committee and community outreach. Specifically address the following:
   - Adopting a vision statement for the District;
   - Analyzing the Grade Level Configuration and Building Utilization Study;
   - Developing a timeline for the writing of a long-term District-wide plan.

3. Increase K-12 student knowledge and engagement in civics, social studies, and social issues by supporting:
   - Curricular innovation and inclusion of civics education across all subjects to begin by September 2020;
   - Continuing support of an independent, District-wide student government;
   - Secondary school voter education and registration;
   - The creation of a metric for a measurement of civic readiness and practical engagement.

4. Complete the process of revising the district's Homework Policy.

5. Organize our resources to improve the support we offer our students preparing for their future after graduation by:
   - Continuing to support and enhance the district's mentorship program;
   - Engaging with the business community, to better understand current opportunities for graduating students;
   - Visiting programs such as the Ulster BOCES Career Tech, P-Tech, and alternative education programs;
   - Working with district staff to enable our students to anticipate and participate in the jobs of the future.

Motion to move secondary later start time from goal to resolution
Motioned: Trustee DeJesus
Seconded: Trustee Warren
Result: Passed
Yea: Trustee Osmond, Trustee Kurnit, Trustee Ratcliff, Trustee Warren,
Nay: Trustee Storey
Not Present: Trustee Salem**,** Trustee DeJesus

No Longer Present
Trustee DeJesus left at 8:50

**11. Break**

11.01 The Board will take a break at 9:00

Resolution from the Board Goal:
In order to support student health and wellness, in response to the recommendation from The American Academy of Pediatrics, move secondary school start times to no earlier than 8am by September 2020
Motioned: Trustee Warren
Seconded: Trustee Osmond

Motion to table the resolution until the next meeting
Motioned: Trustee Ratcliff
Seconded: Trustee Kurnit
Result: Unanimous
Yea: Trustee Osmond, Trustee Kurnit, Trustee Ratcliff, Trustee Warren,
Nay: Trustee Storey
Not Present: Trustee Salem**,** Trustee DeJesus

**12. Policies**

12.01 First Reading of Policy 7422 Concussion Management

- District Medical Director is last word – works with student's doctor with parental consent through a HIPAA standard form

Information ~~2014~~ 2019 7422 Students CONCUSSION MANAGEMENT POLICY

The Onteora Board of Education and the Onteora Central School District recognizes that concussions and head injuries are commonly reported injuries in children and adolescents who participate in sports and recreational activities and can have serious consequences if not managed carefully.

Concussion is a mild traumatic brain injury. Concussion occurs when normal brain functioning is disrupted by a blow or jolt to the head. Recovery from a concussion will vary. Avoiding re-injury until fully recovered is the cornerstone of proper concussion management.

While district staff will exercise reasonable care to protect students, head injuries may still occur. Physical education teachers, coaches, nurses, and other appropriate staff will receive training to recognize the signs, symptoms and behaviors consistent with a concussion. Any student exhibiting those signs, symptoms, or behaviors while participating in a school sponsored class, recess, extracurricular activity, or intramural/interscholastic athletic activity shall be immediately removed from the game or activity and be evaluated as soon as possible by an appropriate health care professional. The athletic trainer, coach, school nurse, or other District employee in charge of or supervising the activity will notify the student's parents or guardians.

If a student sustains a concussion at a time other then when engaged in a school-sponsored activity, the district requires the parent/legal guardian to report the condition to the appropriate school nurse so that the district can support the proper management of the condition.

In the event of any concussion, regardless of where it was sustained, the student shall not return to physical activities of any kind including but not limited to physical education class, recess, and athletics

until they are symptom free for at least 24 hours and has been evaluated by and provides written authorization from an appropriate health care professional. The school's ~~chief medical officer~~ **Medical Director** or their designee will have the final decision on ~~return to physical activity~~**beginning the Return to Play process**. Any student who continues to exhibit signs or symptoms upon return to physical activity must be removed from play and reevaluated by their health care provider.

The district will establish a concussion management team which may consist of, but not be limited to the Athletic Director, ~~School Physician~~**Medical Director**, School Nurse, and representatives from the administration, faculty and coaching staff. Any changes or modifications to the policy and procedures will be reviewed with the athletic department staff and appropriate school personnel verbally and in writing.

Those who come in contact with our students including but not limited to school nurses, physical education teachers, coaches, and athletic trainers will be required to complete biennially a course related to recognizing the symptoms of a mild traumatic brain injury, and monitoring and seeking proper medical treatment for pupils who suffer one. The school district will provide education to the public on mild traumatic brain injury in student handbooks, athletic codes of conduct and on the website.

The Superintendent, in consultation with appropriate district staff, including the ~~chief~~ school ~~medical officer~~**Medical Director**, will develop regulations and protocols to guide the ~~return to activity.~~**Return to Play Process.**

## 12.02 First Reading of Policy 1720 Minutes

~~2002~~ **2019** 1720 By-Laws MINUTES

The minutes are a legal record of the activities of the ~~School~~ Board **of Education** as a public corporation having the specified legal purpose of maintaining public schools. The minutes of all meetings shall be kept by the Clerk or, in their absence, by the Superintendent or their designee. The minutes shall be complete and accurate and stored in a minutes file. However, minutes of executive sessions need not include any matter which is not required to be made public by the Freedom of Information Law.

The minutes of each meeting of the Board of Education shall state:

a. The type of meeting;
b. The date, time of convening, and adjournment;
c. Board members present and absent;
d. Board members' arrival and departure time, if different from opening or adjournment times;
1. All action taken by the Board, with evidence of those voting in the affirmative and the negative, and those abstaining;
e. The nature of events that transpire, in general terms of reference.

Communications and other documents that are too long and bulky to be included in the minutes shall be referred to in the minutes and shall be filed in the District Office.

All Board minutes shall be signed by the District Clerk when approved and stored in a locked room or locked file cabinet. Unless otherwise provided by law, minutes shall be available to the public within two (2) weeks following the date of a meeting; draft copies, so marked, are acceptable, subject to correction.

Public Officers Law Section 106

Motion to waive the second reading of Policy 1720
Motioned: Trustee Ratcliff
Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Osmond, Trustee Kurnit, Trustee Ratcliff, Trustee Warren, Trustee Storey
Not Present: Trustee Salem**,** Trustee DeJesus

Motion to adopt Policy 1720
Motioned: Trustee Ratcliff
Seconded: Trustee Storey
Result: Passed
Yea: Trustee Osmond, Trustee Kurnit, Trustee Ratcliff, Trustee Warren, Trustee Storey
Not Present: Trustee Salem**,** Trustee DeJesus

## 12.03 First Reading of Policy 1730 Executive Sessions

- NYSSBA's Policy replaced the existing policy – better worded
- Old policy is online

2019 1730 By-laws EXECUTIVE SESSIONS

The Board of Education may hold executive sessions at which only the members of the Board or persons invited by the Board shall be present. However, the executive session is only available for the purpose of discussion, and except as the law allows, formal action must be taken in an open session.

Executive sessions can be requested by any member of the Board or the Superintendent of Schools.

A Board member must make a motion during an open meeting to convene in executive session. Upon a majority vote of its members, the Board may convene in executive session at a place which the Board President or said members may designate within the district to discuss the subjects enumerated below. Matters which may be considered in executive session are:

1. matters which will imperil the public safety if disclosed;
2. any matter which may disclose the identity of a law enforcement agent or informer;
3. information relating to current or future investigation or prosecution of a criminal offense which would imperil effective law enforcement if disclosed;
4. discussions regarding proposed, pending or current litigation;
5. collective negotiations pursuant to Article 14 of the Civil Service Law (the Taylor Law);
6. the medical, financial, credit or 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; and
8. the proposed acquisition, sale, or lease of real property or the proposed acquisition of securities, or sale or exchange of securities, but only when publicity would substantially affect the value thereof.

The motion to go into executive session shall be detailed enough to allow the public to understand the topic the Board will be discussing, without disclosing specifics. Discussion in executive session shall be limited to the topic(s) identified in the motion.

A Board may not take action in executive session except to vote on 3020-a probable cause finding.

Individual Board members, acting on their own, shall not disclose matters discussed in executive session. However, the Board, acting as a whole, may decide to disclose such information where disclosure is not prohibited under the law.

Minutes shall be taken at executive sessions of any action that is taken by a formal vote and should consist of a record or summary of the final determination of such action and the date and vote thereon, provided, however, that such summary shall not include any matter which is not required to be made public by the Freedom of Information Law. Minutes taken shall be available to the public within one week from the date of the executive session.

Cross-ref: 2160, Code of Ethics

Ref: Education Law §1708 (3); Public Officers Law §§100 et seq.; *Application of the Board of Education*, 57 EDR Dec. No. 17,147 (2017); *Application of Nett and Raby*, 45 EDR 259 (2005); Formal Opinion of Counsel No. 239, 16 EDR 457 (1976)

## 12.04 First Reading of Policy 1410 Policy

2019 1410 By-Laws POLICY

The Board of Education shall reserve to itself the function of providing guides for the discretionary action of those to whom it delegates authority. The Superintendent shall act as an advisor to the Board in the adoption and approval of written Board policies. The Board shall seek input from the staff and community where appropriate. These guides for discretionary action shall constitute the policies governing the operation of the School System.

The formulation and adoption of these written policies shall constitute the basic method by which the Board of Education shall exercise its leadership in the operation of the School System. The study and evaluation of reports concerning the execution of its written policies shall constitute the basic method by which the Board of Education shall exercise its control over the operation of the School System. The Board may appoint a policy committee however, such committee does not absolve the Board of its responsibility in the formulation and adoption of policy.

Any member of the Board, district, staff, students, parents, district taxpayers, or other member of the public may identify policy issues.

The adoption of a written policy shall occur only after the proposal has been moved, discussed and voted on affirmatively at two (2) separate meetings of the Board of Education (i.e., the "first reading" and the "second reading"). The policy draft may be amended at the second meeting. By a majority vote, the Board may waive the "second reading" and complete the adoption of the proposed policy at its "first reading".

The formal adoption of written Board policy shall be recorded in the official minutes of the Board. Such written Board policy shall govern the conduct and affairs of the District and shall be binding upon the members of the educational community in the District.

It shall be the Board's responsibility to keep its written policies up-to-date so that they may be used consistently as a basis for Board action and administrative decision.

The Superintendent shall promptly inform the Board of all policies that are out-of-date due to changes in the law or for other reasons appear to need revision.

**Updating of Existing Policy**

The Board shall evaluate the effect of its policies and the manner in which they have been implemented by the administration on a special basis. In such evaluation, the Board may call upon staff, students and community.

The Board directs the Superintendent to bring to its attention any policy areas in need of revision or new development.

**Developing New Policies**

In formulating new policies, the Board shall refer to ~~**policy**~~ **regulation** **1410R**~~**1411**~~.
The Board shall delegate to the Superintendent the function of specifying required actions and designing the detailed arrangements under which policy will be administered. These rules and detailed arrangements shall constitute the administrative regulations governing the schools. They must in every respect be consistent with the policies adopted by the Board. The Board shall be kept informed periodically of changes in administrative regulations.

**Communication of Policy and Regulation**

The Board of Education Policy Manual and accompanying regulation is a public document containing decisions and guidelines that are important to the entire District and community. Staff and community members are encouraged to be familiar with the contents of the manual. To this end, copies of the manual will be available in each of the school buildings as well as in the Central Office and on the District website. Additionally, information on new and updated policies will be sent to staff and to the media for public knowledge.

Education Law Sections 1604(9) and 1709(1) and (2)
REF ~~**Policy 1411**~~ **Regulation 1410R**– Development of New Policies - Procedure

Motion to waive second reading of Policy 1410
Motioned: Trustee Storey
Seconded: Trustee Ratcliff
Result: Unanimous
Yea: Trustee Osmond, Trustee Kurnit, Trustee Ratcliff, Trustee Warren, Trustee Storey
Not Present: Trustee Salem**,** Trustee DeJesus

Motion to adopt Policy 1410 as written
Motioned: Trustee Storey
Seconded: Trustee Ratcliff
Result: Unanimous
Yea: Trustee Osmond, Trustee Kurnit, Trustee Ratcliff, Trustee Warren, Trustee Storey
Not Present: Trustee Salem**,** Trustee DeJesus

12.05 Rescind Policy 1411 Development of New Policies and Policy

*Recommended Action:* The Board of Education hereby rescinds Policy 1411 (in Regulation 1410-R) and Policy 1620 (in policy 1330)
Motioned: Trustee Ratcliff

Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Osmond, Trustee Kurnit, Trustee Ratcliff, Trustee Warren, Trustee Storey
Not Present: Trustee Salem**,** Trustee DeJesus

12.06 Policies 2350, 2120, 1710 Reviewed - no action to take

## 13. Independent Contract Retainers

13.01 Approve ICR for Lewis-Harris (proposed 8:25)

*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 Donna Lewis-Harris, for the period beginning September 25, 2019- June 3, 2020 at a stipend of $250.00, as a mentor in Songwriting and Performance and authorizes the Superintendent to sign such an agreement.
Motioned: Trustee Storey
Seconded: Trustee Warren
Result: Unanimous
Yea: Trustee Osmond, Trustee Kurnit, Trustee Ratcliff, Trustee Warren, Trustee Storey
Not Present: Trustee Salem**,** Trustee DeJesus

## 14. Consent Agenda

14.01 Approve Consent Agenda (proposed 8:30)

*Recommended Action:* The Board hereby approves item numbers 14.02-14.07, including the addendum
Motioned: Trustee Storey
Seconded: Trustee Warren
Result: Unanimous
Yea: Trustee Osmond, Trustee Kurnit, Trustee Ratcliff, Trustee Warren, Trustee Storey
Not Present: Trustee Salem**,** Trustee DeJesus

14.02 Personnel Agenda

RESIGNATIONS: INSTRUCTIONAL

| NAME | POSITION/SCHOOL | EFFECTIVE DATE | REMARKS |
|---|---|---|---|
| Francese, Danielle | Teaching Assistant/WD | 9/3/2019 | Personal |

LEAVE OF ABSENCES: INSTRUCTIONAL

| EMPLOYEE NUMBER | EFFECTIVE DATE FROM - TO | REASON |
|---|---|---|
| 1870 | 9/3/19-12/9/19 (1/2 day) | FMLA - Paid |
| 1870 | 12/9/19 (1/2 day)-1/1/2020 | FMLA - Unpaid |

APPOINTMENT: INSTRUCTIONAL
FULL-TIME PROBATIONARY APPOINTMENT
Be it hereby resolved that the Board appoints:
**Irizarry, Lyssa**, certified in Special Education, to a 4 year probationary period in the tenure area of Special Education at a salary of 1MA (replaces Haaland, Kenneth) commencing on 10/1/2019 and ending on 9/30/2023.
Be it further resolved that, to the extent applicable under Education Law Section 3012-d and the accompanying Commissioner's Regulations, in order to be considered for tenure, the above teachers

must have received and APPR rating of effective or highly effective in three of the four probationary years and must not receive an ineffective in the fourth year.

SUBSTITUTE

| NAME | POSITION | AMOUNT |
|---|---|---|
| Kowalsky, Jessica* | Uncertified Teaching Assistant | $75.00/day |
| Lamb, Karin | Certified Substitute Teacher | $115.00/day |
| Lamb, Karin | Uncertified Teaching Assistant | $75.00/day |
| Lamb, Karin | Home Tutor | $50.00/hr |
| Patschke, Grace | Certified Substitute Teacher | $115.00/day |
| Schofield, Jean* | Certified Substitute Teacher | $115.00/day |
| Shapiro, Andrew* | Uncertified Substitute Teacher | $85.00/day |
| Skou, Josh | Certified Substitute Teacher | $115.00/day |
| Skou, Josh | Uncertified Teaching Assistant | $75.00/day |
| Skou, Josh | Home Tutor | $50.00/hr |
| Sullivan, Megan * | Uncertified Substitute Teacher | $85.00/day |
| Sullivan, Megan * | Uncertified Teaching Assistant | $75.00/day |

*pending pre-employment processing

EXTRA DUTY STIPENDS

| NAME | POSITION | AMOUNT |
|---|---|---|
| Formont, Cheryl | Elementary Resource - Bennett 1 | $2,138.00 |
| Formont, Cheryl | Elementary Resource - Bennett 2 | $2,138.00 |
| Granberg, Elizabeth | Elementary Resource – Additional 3 | $2,138.00 |
| Groom, Christine | Elementary Resource - Woodstock 1 | $2,138.00 |
| Hallack, Robert | Elementary Rec – Phoenicia | $3,569.00 |
| Mayone-Allison, Joan | Elementary Resource – Additional 1 | $2,138.00 |
| Stewart, Valerie | 6th Teaching Assignment – Spanish 1 | $8,114.00 |

PERMANENT STATUS

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 |
|---|---|---|---|
| Oakes, Russell | Auto Mechanic | 4/3/19 | 10/3/2019 |

APPOINTMENT:

NON-INSTRUCTIONAL – PART-TIME

| NAME | POSITION/SCHOOL | EFFECTIVE DATE | PAY RATE | REMARKS |
|---|---|---|---|---|
| Perfit, Colette | School Monitor | 9/25/2019 | Step 1 | 20 – 25 hours/week |

## Personnel Addendum

| NAME | TENURE AREA | PROBATIONARY | SALARY STEP | REMARKS |
|---|---|---|---|---|
| Spencer, Patrick | Teaching Assistant | 10/10/19 – 10/9/23 | Step 2 | Replace D. Francese |

EXTRA DUTY STIPENDS

| NAME | POSITION | AMOUNT |
|---|---|---|
| Burkhardt, Jeannine | Liasion – Math | $3,469 |

SUBSTITUTE

| NAME | POSITION | AMOUNT |
|---|---|---|
| Lui, Megan | Uncertified Teacher | $85/day |
| Marchetti, Lindsey | Certified Teacher | $115/day |
| Marchetti, Lindsey | Certified Teaching Assistant | $85/day |
| Marchetti, Lindsey | Home Tutor | $50/hour |

## 14.03 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, #9/19, Confidential, as reviewed by Trustee Ratcliff

14.04 Approve Overnight Trips

*Recommended Action:* The Board of Education hereby approves 3 students (with chaperones) to attend and perform at the NYSSMA 2019 Conference All-State Festival in Rochester, NY from December 5, 2019 to December 8, 2019 with all related fees, room and board.

14.05 Approve volunteer

*Recommended Action:* The Board of Education hereby approves the following volunteer: Juliette Eisenson -Woodstock

14.06 Surplus Books

*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 library as surplus and authorizes the sale and/or disposal of these books.

14.07 Ambulance Contract

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District approve the contract between Onteora Central School District and Olive First Aid Unit, Inc. for stand by ambulance service and authorizes the Superintendent to sign such an agreement.

## 15. Committee Reports

15.01 Facilities Committee: Trustee Storey to report. Next meeting is 10/21/19

- New Director of Facilities, Kyle Harjes was introduced
- Discussed current capital project
- Bleachers were installed today
    - Press box is being delivered Thursday, completing construction Friday, last is to bring electric from scoreboard to press box [ from Assistant Superintendent for Business, Monica LaClair]
- Discussed using football field for soccer – architects to look at that
- Discussed ADA compliance work timelines

Next meeting discuss function of current Ad Hoc Committee and raise possibility of Communication Committee

## 16. New Business

16.01 Book Review (duration 15 min)

Each Board member to talk about a book they read this summer
9:25
Motion to table 16.01
Motioned: Trustee Ratcliff
Seconded: Trustee Storey

Result: Unanimous
Yea: Trustee Osmond, Trustee Kurnit, Trustee Ratcliff, Trustee Warren, Trustee Storey
Not Present: Trustee Salem**,** Trustee DeJesus

16.02 The Board will discuss New Business
No new business was discussed

16.03 Student Lead Actions – discuss creating guidelines at a future meeting
- Superintendent Victoria McLaren explained that the District wants to be supportive, not reactionary – lay out expectations

## 17. Old Business

17.01 The Board will discuss Old Business
Any information gathered from retired staff exit interviews?– will be compiled

## 18. Request For Information

18.01 Discuss Requests for Information
Trustee Storey asked:
- New bill on a mandatory vaccine of Gardasil for students born after 1/1/08
- 1-1 devices in MS - starting to use Chromebooks – how are we supporting students with no internet at home?

Trustee Kurnit – Policy 4212 – Clarify why the Director of Athletics has solid line to Assistant Superintendent for Curriculum & Instruction and dotted line to Principals
- According to the Athletic Code of Conduct, Athletic Director makes final decisions

Trustee Ratcliff asked:
- MS Open House teachers mentioned distribution of Chromebooks had been delayed- what is the timeline of distribution of Chromebooks to MS?
  - Deadline is first week of October
- Received letter from parents about incident from football team, when will there be an update for the timeline for the closure of the investigation of this incident?

## 19. Adjournment

19.01 Adjourn Meeting. Next meeting Tuesday, October 8, 2019 in the Phoenicia School (proposed 9:00)
*Recommended Action:* The meeting is adjourned at 9:40
Motioned: Trustee Storey
Seconded: Trustee Ratcliff
Result: Unanimous
Yea: Trustee Osmond, Trustee Kurnit, Trustee Ratcliff, Trustee Warren,
Nay: Trustee Storey
Not Present: Trustee Salem**,** Trustee DeJesus

Minutes Recorded by Fern Amster,
District Clerk

Fern Amster

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