ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION
BOICEVILLE, NEW YORK 12412

MINUTES

WORKSHOP MEETING
6:00 p.m.
TUESDAY, JANUARY 22, 2019
BENNETT 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 Storey, Trustee Kurnit, Trustee Shands, Trustee Warren
Not Present: Trustee Ratcliff

2. Public Hearing

2.01 The Board of Education President will open the hearing on revising the Code of Conduct to ban the confederate flag and swastika

Added language to Attachment C Prohibited Conduct: "Using, wearing, depicting, possessing or displaying a swastika, or the Confederate flag or its likeness, except when they are used as part of the curriculum and approved by a teacher or administrator"

Tony Fletcher- supportive of this, would hope students would not bring these items into school. Recounted incident where horrific events occurred that were related to the Confederate flag and soon after saw a student wear Confederate flag on fingernails - that will be disruptive to students of color; in India the swastika is a symbol of religion
Jeff Bailey - Full support of measure. Anything but the kindness, thoughtfulness and safety of educational place should be eliminated. These symbols have no necessity here.
Elaine Conroy- Teacher in the HS - Oppression looks like: student of color in class sees a student wearing a confederate flag on their fingernails, on book, etc. and they don't know if they can speak up and be heard because they are so in the minority. Much more comfortable to explain why this was passed than why it failed.
Snedha Kapadia - Parent at Onteora, business owner, person of color, grew up in the south and is an attorney. Fully support measure – has taken too long.
Lisa Phillips – As journalism professor, would err on side of freedom of speech, but is very concerned about the prominence of the Confederate flag in the HS. Daughter has reported that it is on notebooks, belt buckles, etc. Wish we didn't need ban, want to hear more about how educators and Superintendent came to this
Stephanie Gindele – not debatable that the symbols have been used with violent acts. Children of color may associate the Confederate flag t-shirt with violent acts

Now Present:
Trustee Ratcliff arrived at 6:05

2.02 Close Hearing of the Code of Conduct

Recommended Action: The Board of Education hereby adopts the Code of Conduct with revisions.

Motioned: Trustee Shands

Seconded: Trustee Osmond

- Attorney's opinion has not changed – it is against the first amendment
- Board is here for all the students – to be sure they are safe, secure and supported
- Objective truth is that the Confederate flag was conceived as a symbol that people can own other people
- Students don't know the intent of students wearing the Confederate flag – that is a disruption of education
- Student Rep is in support of ban, does not know of any students that would object to it
- Voted to support freedom of speech through a resolution, but it didn't work
- Need to correctly teach the purpose of the Confederate flag
- This is Board of Education and Administration job – don't let the students decide everything – need to make the school a safe place for everyone to learn
- Give teachers the authority and expect them to enforce it
- Since the Confederate flag is not banned, do not know how many times the flag has been seen
- Students need to be taught that these kind of symbols depict hatred and should not be in school
- Hope to educate everyone to white privilege– a mindset to majority

Result: Passed

Yea: Trustee Salem, Trustee Osmond, Trustee Kurnit, Trustee Shands, Trustee Ratcliff, Trustee Warren

Nay: Trustee Storey

3. Executive Session

3.01 Enter executive session (proposed 6:25 - or whenever hearing is finished- duration 30 minutes)

6:45

Recommended Action: Motion to enter into executive session to discuss the discipline of a particular employee

Motioned: Trustee Shands

Seconded: Trustee Osmond

Result: Unanimous

Yea: Trustee Salem, Trustee Osmond, Trustee Storey, Trustee Kurnit, Trustee Shands, Trustee Ratcliff, Trustee Warren

3.02 Exit Executive Session and Return to Public Session (proposed 6:55)

Recommended Action: Motion to exit executive session and return to public session at 7:04

Motioned: Trustee Osmond

Seconded: Trustee Ratcliff

Result: Unanimous

Yea: Trustee Salem, Trustee Osmond, Trustee Storey, Trustee Kurnit, Trustee Shands, Trustee Ratcliff, Trustee Warren

Motion to Change agenda
Motioned: Trustee Shands
Seconded: Trustee Ratcliff
Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Storey, Trustee Kurnit, Trustee Shands, Trustee Ratcliff, Trustee Warren

8. Student Representative Report

8.01 Student Representative, Satch Sumner-Waldman will report to the Board
Read letter from Mr. Colevas to make clear some confusion

Student Government is having difficulties for these reasons:

1. *Cannot find time to meet with a group of 17 people, all with different schedules and when meetings are scheduled, attendance is low*
    a. *Not all students understood that when they ran for Class Officer, they would be part of Student Government*
    b. *Students don't want to miss class/clubs/athletics, or teachers won't dismiss them*
2. *Difficult to take another school's bylaws and make them our own*
    a. *Model set out by the Board is unique and logistics of the policy do not work*
3. *Scheduled a meeting on Saturday to write constitution and bylaws and address some business*
4. *Continue to empower students– real empowerment takes time – maybe in 5 years will work*
    a. *Agree the Student Government is vital*

- Brought the newest edition of The Reservoir - HS literary magazine published this week – on sale for $5
    - Great way to spread the creative talents students have to offer
- Have been talking about after school rules – Student Government will address at Saturday meeting

Discussion:

- Inappropriate for Satch to read Mr. Colevas letter
- Consider Satch a colleague of Board
- Appreciate unflinching honesty

4. Acceptance of Minutes

4.01 Acceptance of Minutes (proposed 6:55)

Recommended Action: The Board of Education hereby accepts the minutes of the January 8, 2019 Board Meeting
Motioned: Trustee Ratcliff
Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Storey, Trustee Kurnit, Trustee Shands, Trustee Ratcliff, Trustee Warren

5. Welcome

5.01 Bennett Principal, Gabriel Buono will welcome the Board (proposed 7:00 duration 10 min)

- Display of art work in front of school is from art teacher Roberta Ziemba partnering with teachers in studies of Egypt, as per Common Core
- Sending Library Media Specialist Robin Renahan to Institute of Writing Comics
    - Will teach lessons of graphic novels
- Third quarter starts new after-school program by teacher Joan Mayone called "Loser's Club" - after the book by the same name
    - Many students have signed up
- Building Level Shared Decision Making Team came up with idea to have day of workshops for students called "Greater Sense of Self" – surveyed students
    - Mindfulness activity, growth mindset activity, hike, indoor snow ball fight
    - End of March

6. Superintendent District News

6.01 The Superintendent will report District News (proposed 7:10)

- Thanks to the Director of Transportation, who wakes up way before dawn when there is a forecast that is inclement
    - Thanks to all of the drivers that safely transport students around the very large district in changing conditions
- Last week we spent some time planning for the next session of Equity and Implicit Bias work at the secondary level
- There was training for classroom teachers and teaching assistants for the computer based testing for ELA and Math for grades 3-8 for this spring
- At the end of this week, our Instructional Cabinet will be viewing a webinar for a culture and climate survey.
    - Can be purchased through BOCES
    - Currently both New Paltz School District and Ulster BOCES are using this survey

6.02 The Superintendent will present Enrollment Projections and History (proposed 7:15 duration 15 min**)**

- Enrollment projection report is now from a different company
- Shandaken, Olive and Hurley lowered in population but number of housing units increased
    - Woodstock has lost almost 100 housing units, but population stayed the same
- Leveling out in K-6 with 80 students per grade
    - Still fluctuation at HS – in 2024 9^{th} - 99 10^{th} – 86 11^{th} - 134
- District enrollment will stabilize at about 80 students per grade level, unless something changes

Discussion:

- Cornell University Applied Data online – shows enrollments in all neighboring districts – will send link to District Clerk
- The stabilization is based on trends and live birth data
- Housing unit loss in Woodstock due to 2^{nd} home owners? Air B & B?
- Live birth is by resident zip code
- More effort to build something, "Build it and they will come."
    - Could add to population by letting people know the kind of job the District is doing
    - Use exit interviews to find out why people leave District

7. Board District News

7.01 The Board will report District News (proposed 7:30)

Trustee Storey reported that the 10th anniversary of the Modified Wresting Tournament in memory of long time PE teacher, Joe Freidel is on Saturday

- Over 100 wrestlers from around the area

Trustee Kurnit reported that meetings with legislators have been beneficial

- This Thursday UCSBA meeting is with NYS legislators

Trustee Salem reported:

- Meetings with legislators been encouraging
- Finished building tours - thank teachers, principals, Assistant Superintendent for Curriculum & Instruction and Superintendent
    - Very impressed by MS Student Government – active group

9. Acknowledge Public Be Heard Comments

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

Natalie Acker-Raymond

10. Public and Student Comment

10.01 Public and Students may comment on any agenda or non-agenda item (proposed 7:40 duration 10 min or more)

No comment was made

11. 2019-2020 Budget Update

11.01 Assistant Superintendent for Business, Monica LaClair will give an update on the 2019-2020 Budget (proposed 7:50 duration 15 min)

7:45

Fund Balance

- Been able to keep 20-30% of budget in fund balance
    - Helps keep district working while waiting for taxes in September
- Increased assigned fund balance for transfer to capital
- Unassigned – 4% can be used to fund emergencies
- Use Repair Reserve and Capital Reserve – will decrease fund balance to 21%
- Have a good credit score, so get low interest bonds
- Reduce assigned fund balance in coming years

State Aid

- State Aid is based on expenses
    - 2019-2020 aid is based on estimates for spending in 2018-2019 school year even though only half way through year, projection is high
- High Cost Aid (Special Ed) projection says 14 private school students but actually have 7 private school students
- Legislative budget comes out in March and is a little more accurate
- BOCES aid works the same - get aid from BOCES or from the State
- Building Aid has effect on projection because of work just finished – have not paid all bills so not a true projection of cost
    - $9.4 million from Governor's budget, increase of $275,000 but actual aid almost $100,000 less
    - Biggest gain is building aid

- If don't get in building aid, get in taxes – use capital exemption in tax cap calculation
- Budgeting $75,000 for State Aid
- Foundation aid is the only aid not based on expenses, got $17,000

Discussion:

- State has formulas to determine number of students in High Cost Aid
- Onteora revenue is 80% taxes and 20% aid
- Still working on closing the projects so building aid increases
  - Dept. of Labor has a case against one of our vendors
- Foundation Aid: law suit caused formula to be frozen due to Gap Elimination – held harmless at that time, but enrollment is down since then – should have received less State aid and other districts should have gotten more
- Reduce assigned fund balance means to reduce expenses and find areas historically over budgeted- allows you to free up what you have assigned to a reserve

12. Discussion & Possible Action

12.01 Approve New Members of the Professional Development Committee (proposed 8:05)

Recommended Action: The Board of Education hereby approves the membership of the Professional Development Committee as listed below.

Name	Building	Position
Jodi DeLucia	Central	Asst. Supt. For Curriculum & Instruction
Gabriel Buono	Bennett	Principal, President OAA
Jeannine Burkhardt	HS	Math teacher
Jane Wolfrom	Phoenicia	Grade 2 teacher
Laura Loheide	HS	English Teacher, ELA Coordinator 7-12
Brigid Kelly	Bennett	Special Education teacher
Doreen Erlwein	Bennett	Grade 5 teacher
Corey Cavallaro	MS	Social Studies teacher
Megan Frandino	MS	Special Education teacher
Lori Matteson	MS	Special Education teacher
Lance Edelman	HS	Principal
Pam Ciaccio	Phoenicia	Special Education teacher
Cynthia Bishop	Central	Director of Pupil Personnel Services
Jennifer O'Connor	MS	Principal
		Teaching Assistant
		Parent Representative
Dr. Robin Jacobowitz		SUNY New Paltz

Motioned: Trustee Shands
Seconded: Trustee Ratcliff

- No representatives from Woodstock on committee
  - Union assigns members
  - Had people from Woodstock that have resigned
- Trying to still get teachers, parents and a teaching assistant
  - May come back with more members
  - State regulations dictate who should be on committee and that unions choose people
  - Meet 4-6 times

- Rolling 5 year plan – can update annually
- Must send plan and professional development providers to State

Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Storey, Trustee Kurnit, Trustee Shands, Trustee Ratcliff, Trustee Warren

12.02 Donation from Community Foundation

Recommended Action: The Superintendent recommends acceptance of a donation totaling $1,955.00, CASH, from the Community Foundations of the Hudson Valley to be awarded to Bennett Intermediate School for the grant entitled, “I want my Mummy!”
The Superintendent recommends approval to increase the 2018-2019 Budget line A2110.431.03 (Supplemental) by $1,955.00
Motioned: Trustee Shands
Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Storey, Trustee Kurnit, Trustee Shands, Trustee Ratcliff, Trustee Warren

12.03 Donation - Lifetouch

Recommended Action: The Superintendent recommends acceptance of a donation totaling $306.00 CASH, from Lifetouch National School Studios to support PBIS at the Woodstock Elementary School.
The Superintendent recommends approval to increase the 2018-2019 Budget code A2110.431-07 (Supplemental) by $306.00
Motioned: Trustee Shands
Seconded: Trustee Storey

- Group that is the student photographer

Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Storey, Trustee Kurnit, Trustee Shands, Trustee Ratcliff, Trustee Warren

12.04 Donation - Art Supplies

Recommended Action: The Board of Education hereby approves the donation of various art supplies for the art teachers from Robert Selkowitz
Motioned: Trustee Shands
Seconded: Trustee Kurnit
Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Storey, Trustee Kurnit, Trustee Shands, Trustee Ratcliff, Trustee Warren

12.05 ICR - Scherry

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 Cynthia Scherry as a Colonial Trade Fair Consultant to the 4th Grade Team for the period beginning January 10, 2019 to May 31, 2019 at a rate of $50.00 per hour to a maximum of $3,200.00 and authorizes the Superintendent to sign such an agreement.
Motioned: Trustee Storey

Seconded: Trustee Osmond
Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Storey, Trustee Kurnit, Trustee Shands, Trustee Ratcliff, Trustee Warren

13. Consent Agenda

13.01 Approve Consent Agenda (proposed 8:10)

Recommended Action: The Board hereby approves item numbers 13.02-13.08
Motioned: Trustee Shands
Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Storey, Trustee Kurnit, Trustee Shands, Trustee Ratcliff, Trustee Warren

13.02 Personnel Agenda

APPOINTMENT: NON-INSTRUCTIONAL
PROBATIONARY APPOINTMENT

NAME	POSITION/SCHOOL	EFFECTIVE DATE	SALARY STEP
*Brower, Alison	Registered Professional School Nurse/Phoenicia	1/23/19 – 9/22/19	1

*Pending Pre-employment Processing

EXTRA DUTY STIPENDS

NAME	POSITION	AMOUNT
McCarthy, Victoria	Musical Director	$3,984.00
Rondeau, Brittany	Musical Coordinator	$498.00
Rondeau, Brittany	Musical Vocal Coach	$1,162.00
Rondeau, Brittany	Production Account Manager	$530.00

APPOINTMENT: NON-INSTRUCTIONAL
PROBATIONARY APPOINTMENT

NAME	POSITION/SCHOOL	PROBATIONARY PERIOD	SALARY STEP	REMARKS
Bennett, Joshua	Groundskeeper II/District	2/6/19 – 8/5/19	1	Extended Probation

LEAVE OF ABSENCES: NON-INSTRUCTIONAL

EMPLOYEE NUMBER	EFFECTIVE DATE FROM - TO	REASON
2299	1/10/19 – 1/22/19	Paid Administrative

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 START DATE	PERMANENT DATE
Kight, Heather	Registered Professional Nurse	8/1/18	2/1/19

SUBSTITUTE

NAME	POSITION
Hagan, Laura	Non-Instructional
Phillips, Carole	Clerical

13.03 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, #1/19, Confidential, as reviewed by Trustee Kurnit

13.04 Financial Report - October
Recommended Action: The Board of Education has reviewed and hereby accepts the Financial Report for October 2018

13.05 Financial Report - November
Recommended Action: The Board of Education has reviewed and hereby accepts the Financial Report for November 2018

13.06 Warrant Schedule 5
Recommended Action: The Board of Education has reviewed and hereby accepts Warrant Schedule 5

13.07 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 Books from the Middle High School as surplus and authorizes the sale or disposal of these books.

13.08 Stipulation of Settlement
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 Stipulation of Agreement between the District and employee #01222019

14. Committee Reports

14.01 Health & Wellness Committee - Trustee Shands to report. Next meeting is in the Central Conference Room at 4:00 on TBD
Will report next meeting

15. New Business

15.01 The Board will discuss New Business
No New Business was discussed

16. Old Business

16.01 The Board will discuss Old Business

- Board should send a resolution to the legislators that the Board of Elections in Ulster is the only one in the State not allowing school districts to use machine
    - Vote machines may be used by the county for the county executive election – depends on the date the current executive is confirmed by NY Senate
        - This year, resigned to use paper ballots
        - May effect calendar for 2019-2020, since Board of Elections wants to use school districts for election day
            - Would schedule staff development day

17. Request For Information

17.01 Discuss Requests for Information
No discussion occurred

18. Adjournment

18.01 Adjourn Meeting. Next meeting February 5, 2019 in the Phoenicia School (proposed 8:20)

Recommended Action: The meeting is adjourned at 8:20
Motioned: Trustee Shands
Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Salem, Trustee Osmond, Trustee Storey, Trustee Kurnit, Trustee Shands, Trustee Ratcliff, Trustee Warren

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