

Beekmantown Central School District

Board of Education Meeting

Place: Auditorium

December 10, 2013

Minutes

Call to Order

Call to Order

Debbie Passno called the meeting to order at 5:00 pm and Andrew Brockway led the pledge of allegiance.

Members Present

<input checked="" type="checkbox"/> Eric Anderson	<input checked="" type="checkbox"/> Cathy Buckley	<input checked="" type="checkbox"/> Ed Marin
<input checked="" type="checkbox"/> April Bingel	<input checked="" type="checkbox"/> Michael Hagadorn	<input checked="" type="checkbox"/> Debbie Passno
<input checked="" type="checkbox"/> Andrew Brockway	<input checked="" type="checkbox"/> Leonard King	<input checked="" type="checkbox"/> Pauline Stone

Bradley Cech, Ex-Officio, Student Board Member (arrived at 6:00 pm)

Others Present

Daniel Mannix, Superintendent of Schools

Nelly Collazo, HS Principal

Joha Battin, HS Assistant Principal

Amy Campbell, MS Principal (*arrived at 7:00 pm*)

Brittany Trybendis, MS Assistant Principal

Elaine Dixon, BE Principal (*arrived at 7:00 pm*)

Garth Frechette, CH Principal

LeeAnn Short, Director of Special Services (*arrived at 7:00 pm*)

Gary Lambert, Educational Technology Coordinator

Daniel Noonan, Superintendent of Buildings & Grounds

Shane Brink, Transportation Supervisor (*arrived at 6:30 pm*)

Roxann Barnes, School Lunch Manager

Joseph Lavorando, School Attorney (*arrived at 5:45 pm*)

Mary LaValley Blaine, School Business Executive

Eric Bell, District Treasurer

Joanne Menard, District Clerk

Visitors

Visitors

Sydney Sue Garrant	Marie Manor	Susan King
Garry Sargeant	Richard Reyell	Mabel King
Sally Clancy	Lucy Giroux	Doris Turbide
Sharon St. Germain	Judy Paquette	Bobbie Grindle
Barbara Santamore	Victor Pomerville	Barbara Gallagher
Ron Wilson	Gary Gudz	Betty Turoff
John Winchell	Roxie Deyo	Margaret deGrandpré
James Sears	Constance Brogowski	Ruth Mowry
Kathie Fuller	Bob Harris	Shirley Darrah
Bonnie Criss	Donald Deshaies	Alton Seymour
Ernest Cleveland	Mary Ellen Cleveland	Claudia Hornby
Jane Claffey	Gary Bulter	Sandra Constantine

John Mossey	Patrick McCormick	Betty Miller
Donna Gengenbach	Holly Sims	Nancy McCormick
Lynn Manning	Ward Manning	Sharon Ratner
Linda Noyes	Robert King	Patti Cook
Kathy Magiera	Julie Jock	Elaine Rice
Steve Trombley	Diane Menard	Keith LaPier
Greg Myers	Charlie Stone	Julie Moschelle
Gary Phillips	Andy Hastings	Sharon Roraback
Evelyn Lushia	Judy Clark	William Tisdale
John Connery	Jim Amorelli	Stephen Ducatte
Lois Wilson	Joan Martineau	Elaine Panton
Arthur Panton	Wilbur Billington	Sandra Billington
Beverly Brown	Kathy Hay	Sandy Fuller
Kenneth Fuller	Robert Mooso	Liz Manor
Betty Heywood	Myles Frechette	Judith Fallon
Bev Leege	Sandra Maddox	Lyle Newman
Charlotte Newman	Dennis Hulbert	Nancy Dow
Chris Giroux	Rocky Giroux	Mildred Percey
Ron Moss	Sarah Vagi	Kelly Newell
Sara Gadway	John Sims	Doreen Burke
Renee Hall	Renee Gangwer	Carrie Favaro
Earl Burnell	Londa Irwin	Nancy St. Dennis
Miles Moody	Charlene Dewey	Donna Austin
Shirley Gerry	Jean Welch	Philip Welch
Cindy Rock	Marion Jolicoeur	Charlotte Racine
Laraine Locklin	Susan Angell	Dorothy Brennan
John Brennan	Jeanette McKinney	Charles McKinney
Elizabeth Baker	Judy Murray	Leslie LaValley
Barbara Pelkey	John Pelkey	Leo Deyo
Frank Hay	Gil Murray	Janeann Oshier
Norman Brooks	Allen Dybas	Edith Reed
Shelley Keuleman	David Krester	Eileen Frenyea
Elizabeth Durkee	Louis Thompson	James Maston
Margaret Rabideau	Doris Seymour	Jeri Bennett
MaryEllen Graves	Jodi Morrow	Sue LaVigne
Marion Rivers	Lee Winterkorn	Norbert Yakey
Richard LaVigne	Calvin Hewson	Cassandra Hewson
Dianne Cook	Ken Cook	Sandra Defayette
James Defayette	Nancy Glode	John Clancy
Marilyn Denny	Ronald Howard	Linda Leinder
Alice Connors	Jim Connors	Mark Haley
Art deGrandpré	Dr. David Walter	Charlie Stone
Jennifer Hicks		

Approval of Agenda

Approval of Agenda

It was moved by Andrew Brockway, seconded by Pauline Stone, and unanimously carried, that the Board of Education approve the agenda.

Forum Plan 1, Plan 2 & HRA

Forum

- **Time:** 5:00 p.m. – 7:30 p.m. **Topic:** Presentation on Plan 1, Plan 2 & HRA

A Power Point Presentations on Health Insurance - Plan 1, Plan 2 and HRA was presented by Superintendent Dan Mannix and Steve Locey, President and CEO of Locey & Cahill

A question and answer period followed with Tom Collins, President of Preferred Group answering HRA questions.

**BTA President
Statement**

BTA President

Mr. Ron Moss, President of the Beekmantown Teachers' Association read the following prepared statement:

My name is Ron Moss and I am the President of the Beekmantown Teachers' Association. I rise to speak about the possible move of the retirees to Plan 2.

On Tuesday, November 26th, the Board of Education voted and ratified the Teachers' Association contract. One of the provisions of this agreement requires the teachers to move to Plan 2 for their health insurance benefits. I believe that this is the right move for the active membership, as well as the District. The Beekmantown teachers have a history of helping the District, whether through contractual give backs, salary freezes or moving to Plan 2, during these tough economic times to remain sustainable. Following the Board's vote, Mr. Mannix read a statement thanking the teachers for agreeing to help the District by moving to Plan 2. And I thank him for his kind words. What I was shocked over was the statement, directly following the superintendent's remarks, from the Board President when she called for this change to occur for the retirees. Just as in comedy, timing is everything, and the Board's timing in the case is not comedic, but dubious at best.

As a member of the Teachers' Association negotiating table team we have always negotiated in good faith looking for win-win situations for all concerned. When we entertained the notion of moving to Plan 2, we sought assurances from the District negotiator that our move to Plan 2 would not affect the retirees. We were told that this was not the intent. We did not ask this question just once. If we were not given these assurances, we would not have entertained the proposal. Because of these assurances, we presented, what we considered, a fair proposal to our membership, where we were asked about the affect this will have on the retirees. We restated the assurances we were given and the teachers voted 123 to 8 in favor of switching to Plan 2. The Board President requesting that the District look into moving the retirees to Plan 2 at the very meeting that they ratified the teachers' contract gives the appearance that it was the Board's intent to move the retirees from the very start; which in my mind is not negotiating in good faith.

Should the Board of Education vote to change the retirees' health insurance to Plan 2, then I see them as no better than the former Board members who several of the current members complained about and campaigned against. This unilateral movement, without thought of how it would affect retirees, is more egregious than the decision several years ago to move principals; a move that motivated some of you to get involved on the Board of Education in the first place.

Finally, The Beekmantown Teachers' Association apologizes to our retirees for allowing, what appears to be, the opening the Board of Education was looking for. Once again we thought that the move of ACTIVE employees to Plan 2 was the right thing to do. This move benefits the District, students and community, while being fair to the BTA active members. As a team we believed the assurances we were given during negotiations but we underestimated the resolve of the Board of Education to unilaterally move the retirees to Plan 2. Personally, this situation has left me disappointed and more wary about future dealings with this Board.

Thank you

Support Staff President

Support Staff President Statement

Ms. Jeri Bennett, President of the Beekmantown Support Staff Association read the following prepared statement:

Good Evening, my name is Jeri Bennett; I am the President of the Beekmantown Support Staff Association. I am also a former member of the Saranac Central School District's Board of Education. I served 10 years and I am very aware of your current dilemma.

My first point of business would be to thank the BOE for the ratification of the Support Staff Contract. Our negotiations team believes they worked hard for, and achieved, a fair and reasonable agreement which is supportive and recognizes the need to help the district step towards financial stability. I was unable to attend the Board meeting but understand that Mr. Mannix read a statement thanking the staff for agreeing to move to Plan 2 which I too would like to thank him for his kind words. Our team recognized the need for current members to move to Plan 2 with an HRA as the fiscally right thing to do.

But, as often there is a "but, over the last few days, after being enlightened that the Board may decide to arbitrarily change the health benefit coverage of their retirees, my emotions have run the gambit; stunned, angry, feeling blindsided, to finally, defeated.

Twelve month support staff retire at a salary commensurate to a second or third year teacher, this is after working the minimum of the 30 year criteria needed to retire through the NYSERS. Ten and eleven month employees are obviously substantially less. Many of those employees retire with more than the 30 required years; several have retired with 40 plus years.

The support staff members have, over the last several contracts, brought forth improved terms for insurance benefits for the District, we brought to the table a minimum number of 15 years one had to work for the district to receive benefits in retirement, following up and agreeing to increase that to 20 years this round of negotiations. Again in previous negotiations we offered that members would continue to pay a portion of their premium in retirement.

I would agree with Mr. Moss that we owe an apology to our retirees if we unwittingly opened the door for the district by negotiating Plan 2 for CURRENT employees. But make no mistake we do not feel we did. The support staff ratified their agreement with a 58-17 majority after discussion was held regarding insurance in retirement and being assured that retirees would not be harmed. I whole heartedly agree that that

would not have happened had the Board been upfront and honest about their plans. This Board ran on a theme of transparency, in this instance our negotiating team thinks not! With that said we ask the Board to truly search their conscience when they decide on the fate of the retirees.

Public Comment

Extended Public Comment (20 minutes) (2 minutes maximum per person)

The following individuals spoke regarding retiree health insurance: Sally Clancy, Myles Moody, Marilyn Denny, and Gary Sargeant.

Miscellaneous

- BOE Retiree Health Discussion

BOE Retiree Health Discussion

The Board next discussed retiree health insurance, Plan 1 vs. Plan 2 and an HRA. Potential savings was discussed along with concerns regarding the different tiers for prescription drugs. Questions were asked to Attorney Christopher Langlois of Girvin & Ferlazzo if the Board choose of switch retirees from Plan 1 to Plan 2, what is the timeline. Mr. Langlois commented that the statute does not define how long after you make the change for active employees that you need to make the change for retirees. No action has to be taken this evening; however, concerned if beyond a few months. The Board will continue to evaluate.

Reports/Presentations

Reports

Bradley Cech, Ex-Officio, Student Board Member reported on the following:

- Seniors are completing college applications.
- 2,000 items were donated from the math department to the food drive.
- National Honor Society did a Turkey Trot
- Student Council did a Holiday Festive Week
- Friday 12/20/13 is a Fun Day with proceeds going to charity
- A camera was installed in the student parking lot.
- HS Concert is schedule for 12/17/13

Daniel Mannix, Superintendent of Schools reported on the following:

- The district had 32 members for All State Band.
- Working with Principals Collazo, Campbell and Director Short on restructuring the OSS & GED program which will save the district approximately \$50,000. The new configuration will be roll-out the first week of January which is made possible with the support of the administrators, teachers and support staff.

Eric Bell, District Treasurer, in the absence of Mary LaValley Blaine, School Business Executive. reported on the following:

- Explained the budget transfers on tonight's agenda.
- Explained the donations on the agenda. The donation from the Lady Eagles Hockey will cover the whole season.
- The district just received approval for the Title IIA grant from SED. Changes and adjustments are usually approved in October.

Committee Reports

Operations Committee

Michael Hagadorn reported on the following from the Operations Committee held on 12/09/13.

- Natural Gas – The letter regarding natural gas was sent to NYSEG and NYSEG acknowledged receipt of same. The Public Service Commission will get back to the district.
- Energy Performance – Johnson’s Control and Siems is looking at our energy usage.
- Solar Energy – Serta will give a presentation to the Operations Committee.
- EXCEL Project – The punch list needs to be completed so the district can proceed with the wireless portion of the project.

Audit Committee

April Bingel reported on the following from the Audit Committee:

- reviewed the claims log with the Internal Claims Auditor Lynn Darcy.
- Reviewed the financial reports with Roxann Barnes, School Lunch Manager
- reviewed the October Financial Reports.

Policy Committee

Eric Anderson stated there are policies on the agenda which were brought forward from the Policy Committee meeting.

Professional Development Committee

The Superintendent stated the PDC met and is looking at a 2 to 4 year plan.

It was moved by Eric Anderson, seconded by April Bingel and unanimously carried, that upon recommendation of the Superintendent of Schools, the Board of Education approves the following resolutions on this consent agenda:

Consent Agenda - Minutes

Minutes

Board of Education Meetings	Committee Meetings
11/12/13	11/12/13 Audit Committee
11/26/13	11/15/13 Policy Committee
	11/18/13 K-2/3-5 Study Committee
	11/26/13 Audit Committee
	12/2/13 Professional Development Committee

It was moved by Cathy Buckley, seconded by Eric Anderson and unanimously carried, that upon recommendation of the Superintendent of Schools, the Board of Education approves the following resolutions on this consent agenda:

Consent Agenda – CSE & CPSE Recommendations

Approval of CSE & CPSE recommendations dated 12/10/13.

CSE Recommendations

It was moved by April Bingel, seconded by Michael Hagadorn and unanimously carried, that upon recommendation of the Superintendent of Schools, the Board of Education approves the following resolutions on this consent agenda:

Personnel

Consent Agenda - Appointments

Change the appointment of Olga Nelly Collazo as the DASA Building Coordinator for the high school to Joha Battin from the board meeting minutes of 7/2/13.

Approve the following *permanent Civil Service* appointments as indicated:

*Permanent
Civil Service
Appointments*

*Manney, Yvette
Roberts, Rachelle
Broadwell, Kelly
Chambers, Monika*

Name	Civil Service Title	Probationary Period	Initial Board Meeting	Permanent Date
Manney, Yvette	Teacher Aide/Student Aide	9/04/12 – 12/12/13	8/14/12	12/13/13
Roberts, Rachelle	80% Physical Therapist	9/04/12 – 12/12/13	9/04/12	12/13/13
Broadwell, Kelly	School Lunch Cashier	9/17/12 – 12/19/13	8/14/12	12/20/13
Chambers, Monika	Typist	9/12/12 – 1/12/14	1/03/14	1/13/14

Approve the following extra-curricular appointments for the 2013-2014 school year as indicated with salary subject to new contract:

*Extra-Curricular
Appointments*

Assignment	Name	Name
Intramural (BE)	Crucetti, Matthew	
Intramural (CH)	McCarty, John	
Intramural Boys (MS)	Carlsson, Rodney	
Intramural Girls (MS)	Hileman, Shana	
Yearbook (BE)	Gelwicks, Marie	Manney, Yvette
Yearbook (CH)	Provost, Bridget	Waite, Michael

Approve a \$500.00 stipend for Kevin Cartmell for transportation inventory for the period 9/9/13 through 11/20/13.

*Stipend for Kevin
Cartmell*

Approve the following *substitute* appointment beginning on the date indicated:

Substitutes

Name	Type	Effective Date
MacDonald, Scott	Instructional	12/16/13

Authorizes the Superintendent of Schools to contract with the firm of Girvin & Ferlazzo to represent the Beekmantown Central School District.

Girvin & Ferlazzo

Civil Service
Probationary
Appointments

Appoint the following *Civil Service probationary* appointments as indicated:

Name	Title	Period	(Based on 2013-2014 Salary Schedule)	Contract
Seguin, Tammy	Teacher Aide/Student Aide	12/11/13 – 4/13/15	\$15,328	10 months
Burrington, Renee	Teacher Aide/Student Aide	1/06/14 – 4/27/15	\$15,328	10 months

*Seguin, Tammy
Burrington, Renee*

Temporary On-Call
Recreation Assistant
Jordynne Ales

Appoint Jordynne Ales as a *Temporary On-Call Recreation Assistant* (scoreboard operator & clock keeper) for the 2013-2014 school year at \$15.00 per game:

Volunteers for Girl's
Basketball

Approve Neil Fesette and Peter Villa as *Volunteers for Girls' Basketball* for the 2013-2014 school year

Temporary On-Call for
Business Office

Authorize the Superintendent of Schools to employ a temporary on-call appointment within the business office effective as soon as possible.

It was moved by Andrew Brockway, seconded by Pauline Stone and unanimously carried, that upon recommendation of the Superintendent of Schools, the Board of Education approves the following resolutions on this consent agenda:

Policies

Consent Agenda – Policies

Approve the following policies:

<u>Name</u>	<u>Policy #</u>
Reporting Progress to Parents	4712 (Revised)
Budget Planning	6110 (Revised)
Budget Planning Regulation	6110-R (Revised)
Disposal of District Property	6900 (Revised)
School Building Safety	8110 (Revised)
Staff Evaluation	9420 (Revised)

It was moved by Eric Anderson, seconded by April Bingel and roll-call voted, that upon recommendation of the Superintendent of Schools, the Board of Education approves the following resolutions on this consent agenda

Consent Agenda - Financial

Budget Transfers

Approve the following transfers over \$5,000:

To allocate principle and interest

From: A9711-700-00-00 Interest
To: A9711-600-00-00 Principle
Amount: \$35,000

To realign LT Debt Payment and Debt Service Fund

From: A9711-600-00-00 Principle General Fund
To: A9901-960-00-00 Principle Debt Service Fund
Amount: \$2,435,000.00

To realign LT Debt Payment and Debt Service Fund
From: A9711-700-00-00 Interest General Fund
To: A9901-960-00-00 Principle Debt Service Fund
Amount: \$329,000

To realign budget – Incarcerated Youth

From:
A2110-150-06-00 Wages Program \$39,158.78
To:
A2020-150-06-00 Wages Administration \$17,796.28
A1310-160-06-00 Wages Business Office \$12,600.00
A9030-800-00-00 FICA \$ 2,325.32
A9010-800-00-00 ERS \$ 2,633.40
A9020-800-06-00 TRS \$ 2,891.90
A9040-800-06-00 Workers Comp \$ 911.89

To realign budget funds

From: A2020-150-00-00 Administrative Wages
To: A2855-150-02-00 Athletic Coordinator Wages
Amount: \$16,700.00

Authorizes the use of Reserve Funds to cover the known/announced retirements

From:
A867 EE Benefits Reserve \$56,450.10
To:
A1240-150-00-99 Accrued Sick/Vac benefits at retirement CSO \$49,121.65
A1620-160-00-99 Accrued Sick/Vac benefits at retirement Oper of Plant \$ 128.45
A5510-160-03-01 Accrued Sick/Vac benefits at retirement Transportation \$ 7,200.00

Financial Reports

Accept the following reports as presented by the Audit Committee:

Appropriation Status Report – (October)
Treasurer’s Revenue Report – (October)
Treasurer’s Monthly Cash Report – (October)
Trial Balance – (October)

Acknowledge receipt of the Warrant Report for October 2013.

Acknowledge receipt of the Budget Transfer Report for October 2013 and Due To & Due From Report as of October 2013.

Donations

Accept a donation from the Lady Eagles Hockey in the amount of \$10,000 for the 2013-2014 Lady Eagles Hockey Season and approve amending the district budget.

Accept a donation from the Beekmantown Booster Club in the amount of \$3,039.00 for hockey jerseys and approve amending the district budget.

Tax Certiorari

WHEREAS, Section 3651(1-a) & (3-a) of the Education Law authorize a school district to establish a reserve fund for the payment of judgments and claims in tax certiorari proceedings and to make payments therefrom; and

WHEREAS, the Board of Education desires to increase such reserve fund to pay for judgments and claims for 2010, 2011, and 2012 school tax years claimed under Notice

of Petition 2013-1601 asserting tax claims under Article 78 and Section 3001 of the New York State (“CPLR”);

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby increases the reserve fund balance for the payment of judgments and claims in pending tax certiorari proceedings and authorizes the transfer of such amounts from unrestricted fund balance in the general fund to the Tax Certiorari Reserve Fund as listed below:

Tax Map Nos.
642.-9999-760.700-1881
630.-9-760.700-1882
152.-1-19.23
624.-9999-760.700-1881

Total claims of the above is \$41,556.82 for 2010, 2011, and 2012 Article 78 tax claims petitioned by legal notification which is hereby authorized to be transferred from the General Fund, unrestricted fund balance to the Tax Certiorari Reserve account.

Accept the following grant for the 2013-2014 school year:

Grant Acceptance

<u>Title</u>	<u>Amount</u>
Title IIA	\$99,090

The roll-call vote was as follows:

<input checked="" type="checkbox"/> Eric Anderson	<input checked="" type="checkbox"/> Cathy Buckley	<input checked="" type="checkbox"/> Ed Marin
<input checked="" type="checkbox"/> April Bingel	<input checked="" type="checkbox"/> Michael Hagadorn	<input checked="" type="checkbox"/> Debbie Passno
<input checked="" type="checkbox"/> Andrew Brockway	<input checked="" type="checkbox"/> Leonard King	<input checked="" type="checkbox"/> Pauline Stone

Additional Items to Discuss

Attendance at CEWWSBA

- Attendance at CEWWSBA - Sustaining Quality Rural Schools – 1/9/14- Westside Ballroom

The Board to contact the District Clerk if they wish to attend.

Public Comment

Public Comment (None at this time.)

Clerk Pro-Tem

Clerk Pro-Tem

It was moved by Leonard King, seconded by April Bingel and carried, that the Board of Education appoint Eric Anderson as Clerk Pro-tem for this meeting.

Respectfully Submitted,
Joanne Menard, District Clerk

Executive Session
(to discuss the employment history of a particular person(s))

Executive Session

It was moved by Eric Anderson, seconded by Leonard King and carried, that the Board enter executive session to discuss the employment history of a particular person(s). Time 8:45 p.m.

It was moved by April Bingel, seconded by Andrew Brockway and carried, that the Board return to regular session. Time 8:59 p.m.

Adjournment

Adjournment

It was moved by Andrew Brockway, seconded by Michael Hagadorn and unanimously carried, that the meeting be adjourned. Time 9:00 p.m.

Respectfully Submitted,
Eric Anderson, Clerk Pro-tem