ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION
BOICEVILLE, NEW YORK 12412

MINUTES

WORKSHOP MEETING
5:00 p.m.
TUESDAY, SEPTEMBER 26, 2023
BENNETT SCHOOL

1. Opening Items

1.01 Call to Order 5:00 pm
1.02 Tobacco Policy Statement
1.03 Pledge of Allegiance
1.04 Roll Call Present: Trustee Goodrich, Trustee Hemingway, Trustee Reimondo, Trustee Storey, Trustee Bishop
Not Present: Trustee Jerome, Trustee Mitchell-Marell

2. Executive Session

2.01 Enter Proposed Executive Session (90 minutes)

Recommended Action: Motion to enter into executive session to meet with their attorney to discuss potential litigations
Motioned: Trustee Hemingway Lynch
Seconded: Trustee Reimondo
Result: Unanimous
Yea: Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop
Not Present: Trustee Jerome, Trustee Mitchell-Marell

Now Present:

Trustee Jerome arrived at 5:35pm

2.02 Exit Executive Session

Recommended Action: Motion to exit executive session and return to public session.
Motioned: Trustee Reimondo
Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Jerome, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop
Not Present: Trustee Mitchell-Marell

3. Welcome

3.01 Bennett Elementary School Principal, Gabriel Buono will welcome the Board (duration 15 min)

- Mr. Buono started off by reporting that the Bennett Elementary School has had a great start to the new year.
- The 4th and 5th grade students already had their first field trips. The 6th grade students have their field trip coming up
- Open House was very well attended in every grade
- The PTA already had their first meeting and has started to plan events

4. Student Representative Report

4.01 The Student Representative on the Board, Sophia Odato, will give a report

- Ms. Odato reported that recently in Student Government, we've been brainstorming fun lunchtime events to do during the month of October. Our Community Planting Day that was supposed to occur this past Saturday, but has been postponed to October 7th, 2023. On this day we will be transporting dirt to our courtyard and planting shrubs.
- Throughout the high school, students are preparing for Homecoming this Saturday, by participating in spirit week. Today was PJ day, tomorrow is Adam Sandler Day, Thursday is Bikers vs. Surfers Day, and Friday is School Colors day. We invite you to come and join us during homecoming where there will be multiple sports games, a Fall Athletes Recognition Parade, and booths selling food, school merchandise and more.

5. Superintendent News

5.01 The Superintendent will report on District News

- Communications Plan
    - The communications committee met with Holly Brooker, our Ulster BOCES representative and we had a robust conversation with her about our needs for additional support. She is crafting a proposal for a multi-year communications plan to assist us in keeping our community informed as we work through the process of preparing for September 2024, as well as to position us to engage with our community as we embark on the visioning process for a central campus. This year will focus on the work surrounding creating two elementary buildings and integrating sixth grade into the middle school while setting the stage for the work to be done in the future. The first goal of the plan will be to address the immediate communications needs, while the second goal will be creating a multi-year plan that is research-based and aims to identify, reach, and engage those community members who may not be members of our school community so they can be involved in the conversations as we move forward.

- Open House and Homecoming
    - Both Phoenicia and Woodstock will be hosting their Open House nights this week, on Wednesday and Thursday respectively. Homecoming is this coming weekend. Please check the website for the schedule of activities and games that will take place on Friday and Saturday. This is a wonderful event and an excellent opportunity to support our students. If you enjoy sports, you can choose from soccer, tennis, swimming (held in Kingston), cross country, volleyball, field hockey, and football with a parade of athletes and a youth sports recognition. There will be a student tailgate on Friday from 3:30 - 5, and a community tailgate from 5 - 6, while supplies last. There are always lots of opportunities to support our student clubs through purchasing items at their booths and we cannot thank the booster club enough for their hard work and partnership with our High School. Special thanks to Jonnah O'Donnell for stepping in and to Leah Smith for all that she does to support homecoming every year.

- Mural Projects
    - Assistant Superintendent Laffin is working with the team to plan our mural projects. The artist that we are working with is Joe Pimentel. He completed our mural in the MS a few years ago and graciously returned over the summer. The classroom renovations that were completed this summer interrupted the existing mural so he came and reinvigorated the mural and made it cohesive with the new wall sections installed where windows had been previously. As a reminder, we plan to have the current 5th and 6th-grade students create a new mural in the Middle School and to have the Phoenicia students with the Bennett 4th-grade students create a new mural in Bennett. When these students begin school next year, they will have already helped to create the environment in their building.

- EV Bus Discussion
    - Ms. LaClair and I had a conversation with Vinny Riscica, a Senior Project Manager with NYSERDA this morning. He let us know that the initial needs assessment report that is being created by CPL will be approved to share with us and that can inform our decision-making process moving forward. Mr. Riscica also indicated that there will be additional rounds of funding and that we are likely to be eligible for those, although they may not be as generous. He understands our concerns with the timeline and how it intersects with our planning process as well as our transportation contract expiring in June.

      We also had a follow up conversation with Highland Fleet and they offered to contact the EPA on our behalf and encourage them to approve a lengthier extension. They brought some additional information into the conversation and we would be willing to do some additional work to review if the Board is interested in pursuing this round of the grant. If the Board wanted to table this discussion until the second meeting in October, we could review the information they are sending and report back. Or the Board could decide that we are not ready to implement this initiative at this time and we will wait for a future round of funding.

- COVID Test Kits
    - The state is releasing a new supply of COVID test kits for schools. We have requested a shipment, but we do not yet have a delivery date. Also, NYS is providing another round of kits for residents. They will ship four kits to each household. We will be sharing the link so that everyone can place their order with the state.

6. Board District News

6.01 The Board will report District News

- Trustee Bishop also reported that Homecoming will be this weekend. The board trustees will have a board table set up. Trustee Bishop encouraged community members that don't have students in the district to stop by the board table to sign up for email communications.

7. Acceptance of Minutes

7.01 Acceptance of Minutes

Recommended Action: The Board of Education hereby approves the minutes of September 12, 2023
Motioned: Trustee Goodrich
Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Jerome, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop
Not Present: Trustee Mitchell-Marell

8. Discussion & Possible Action

8.01 Dr. Bill Christensen will discuss the creation of the 2023-2024 Board Goal with the Trustees (duration 60 min)

2022-2023 Board Goal

1. Support the development of the District's long-term, district-wide plan that addresses current challenges and opportunities that have already been identified, including declining enrollment, staff shortages, facilities needs, budget, student achievement, community impact, and the expansion of the middle school to add sixth graders. The Board acknowledges that additional challenges and opportunities will likely be discovered throughout the exploration process. The Board aims to accomplish this through input from the Superintendent, a Board ad hoc committee, the Shared Decision-Making committee, PTA's as well as clear and consistent community outreach. In the next year, the Board plans to accomplish: Forming a Board ad hoc committee, holding at least one public meeting to discuss the District's long-term plan, reviewing the Building Utilization and Grade Configuration Study by Dr. Kevin S. Baughman, and requesting at least one progress report from the Superintendent.

2. Support ongoing District initiatives that foster a positive culture and climate, including improving communications with our community, teaching students and staff about diversity, prioritizing the mental health of students and staff, advancing restorative justice training and practices, and continuing advocacy for more affordable housing, Universal Pre-K for 3- and 4-year-olds, food security, and access to broadband service and cellular phone coverage.

8.02 EV Bus Discussion

Recommended Action: BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education of the Onteora Central School district, based on feedback received by members of the Onteora Board of Education, the financial implications of accepting the grant which does not fully cover the cost of the purchase of the vehicles and the related infrastructure thereby requiring the District to finance the additional costs, and a lack of guidance coupled with a timeline that does not allow for appropriate due

diligence, respectfully declines the EPA grant awarded to the Onteora Central School District for electric buses.
Motioned: Trustee Storey
Seconded: Trustee Reimondo
Result: Unanimous
Yea: Trustee Jerome, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop
Not Present: Trustee Mitchell-Marell

8.03 School Counseling Program

Recommended Action: The Board of Education hereby approves the School Counseling Program for the 2023-2024 school year
Motioned: Trustee Reimondo
Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Jerome, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop
Not Present: Trustee Mitchell-Marell

8.04 Continued Discussion on the Use of Regents in Grade Point Averages

- Trustee Storey reported that she would like to have a resolution be passed to only use a regents final grade if it benefits the students Grade Point average (GPA).
    - Trustee Storey does not want the regents to be harmful to the student's GPA
- The board trustees discussed if this is in their prevue to make this decision
- Trustee Bishop asked to take a vote on a resolution
    - BE IT HEREBY RESOLVED that the Onteora Board of Education will only use Regents Exam scores if it is beneficial to a student's final grade point average
      Motioned: Trustee Storey
      Seconded: no one seconded
      Result: no vote

9. Acknowledge Public Be Heard Comments

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

- Esther Downton
- Rick Wolff
- Jenna Skorupa
- Alli Tercet
- Stephanie Bryant
- Savannah Russo
- Corrine Nadeau
- Kara Colevas
- Megan Brenner

10. Public and Student Comments

10.01 Public and Students may comment on any agenda or non-agenda item

- No one spoke

11. **Break**

11.01 The Board will take a 5-minute break at 8:30 pm

12. Consent Agenda

12.01 Approve Consent Agenda

Recommended Action: The Board of Education hereby approves Consent Agenda item numbers 12.02-12.11
Motioned: Trustee Reimondo
Seconded: Trustee Goodrich
Result: Unanimous
Yea: Trustee Jerome, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop
Not Present: Trustee Mitchell-Marell

12.02 Woodstock & Phoenicia Exterior Door Project

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 award of the bid for Woodstock & Phoenicia Exterior Door Project

12.03 Approve Transportation Advisory Services Proposal

Recommended Action: The Onteora Board of Education hereby accepts the Transportation Advisory Services Proposal dated September 13, 2023

12.04 Approve Volunteers

Recommended Action: The Board of Education hereby approves the following volunteers:
Woodstock - Keagan and Cooper Mosher, Lauren Fabian, Elise Collins, Abigail Hernandez, Emily Mitchell-Marell, Lindsay Shands, William Smith, Kristen Murphy, Cass Speck, Sean O'Keefe
Bennett and Woodstock - Terianne Neden
Phoenicia - Faedra Dagirmanjian

12.05 Appoint Deputy Title IX Coordinator

Recommended Action: BE IT RESOLVED, that the Board of Education accepts the recommendation of the Superintendent of Schools to appoint Amanda Allison, Assistant Superintendent for Pupil Personnel Services, as the Deputy Title IX Coordinator, to serve as such when the District's Title IX Coordinator is out of District.

12.06 Appoint DASA Coordinators

Recommended Action: BE IT RESOLVED, that the Board of Education accepts the recommendation of the Superintendent of Schools to appoint Amanda Allison

and Stephanie Laffin as DASA Coordinators for DASA complaints provided to them at the direction of the Superintendent of Schools.

12.07 Create Position

Recommended Action: The Board of Education hereby creates the following position: 1.0 FTE Temporary Science Teacher

12.08 Personnel Agenda

EXTRA DUTY STIPENDS

NAME	POSITION	AMOUNT
Colevas, Paul	Lyceum Club Advisor	$1,348.00
Forte, Joseph	Computer Advisor- PH	$5,512.00
Furman, Elizabeth	Elementary Resource	$2,220.00
Hallock, Robert	After School PE (recreation)	$3,707.00
Keenan, Bryan	HS Science Olympiad- Head Coach	$2,017.00
Simco, Jennifer	Peer Mediation Advisor	$3,087.00
Smith, Kyra*	Modified-Field Hockey- Assistant Coach	$2,064.00

Pending pre-employment processing

RESIGNATIONS: INSTRUCTIONAL

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Forte, Laura	Social Worker/High School	10/19/23	Personal
Forte, Laura	GSA Club	10/19/23	Personal
Niewiadomski, Blazej	0.6 FTE Science Teacher/High School	09/26/23	To accept 1.0 FTE temporary position

APPOINTMENT: INSTRUCTIONAL

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Niewiadomski, Blazej	1.0 FTE Science Teacher/High School	09/27/23 - 06/30/24	Step 8

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
Bradford, Bobbi	Monitor	09/26/22	09/27/23

LEAVE OF ABSENCES: ADMINISTRATIVE

NAME	EFFECTIVE DATE FROM - TO	REMARKS

92623	09/18/23 - 10/10/23*	Paid Administrative Leave

estimated dates

SUBSTITUTE

NAME	POSITION	AMOUNT
Payette, Danielle	Teacher (certified)	$150.00/day

12.09 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, #9/23 Confidential, as reviewed by Trustee Hemingway Lynch

12.10 Budget Transfers

Recommended Action: The Superintendent recommends the transfer of $239,549.63 to adjust payroll budget codes.

Amount	From Budget Code	To Budget Code
$ 49,064.36	A2610.160-04	A2610.100-04
$ 28,557.06	A2810.150-01	A2810.150-02
$ 4,072.02	A2815.160-01	A2815.160-02
$ 49,249.50	A2855.150-01	A2825.150-01
$ 5,326.00	A2830.160-00	A2830.150-00
$ 28,622.00	A2855.150-02	A2855.151-01
$ 23,675.00	A5510.160-00	A5510.163-00
$ 3,231.69	A5510.160-00	A5510.166-00
$ 80.00	A2855.160-02	A2855.161-01
$ 20,618.00	A2110.130-01	A2010.160-00
$ 27,054.00	A2110.130-01	A2610.160-07

The Superintendent recommends the transfer of $693,772.40 to adjust payroll budget codes.

Amount	From Budget Code	To Budget Code
$ 50,619.16	A2110.120-07	A2110.120-03
$ 40,442.00	A2110.120-07	A2110.120-04
$ 13,990.00	A2110.120-07	A2110.121-03
$ 27,328.00	A2110.120-07	A2110.121-04
$ 1,464.00	A2110.120-07	A2110.121-07
$ 64,467.44	A2110.130-01	A2110.130-02
$ 433.00	A2110.131-02	A2110.131-01
$ 50,322.75	A2110.135-01	A2110.160-01
$ 16,774.25	A2110.135-01	A2110.160-02
$ 81,304.00	A2250.150-04	A2250.150-01
$ 123,326.00	A2250.150-04	A2250.150-03
$ 26,951.00	A2250.151-02	A2250.151-03
$ 13,239.00	A2250.151-04	A2250.151-03
$ 30,174.00	A2250.151-07	A2250.160-07

$ 15,362.00 A2250.151-04 A2250.160-07
$ 5,097.00 A2250.162-03 A2250.160-07
$ 537.30 A2250.162-03 A2250.161-03
$ 78,746.00 A2270.150-07PPS A2270.150-03PPS
$ 26,657.00 A2270.150-04PPS A2270.150-03PPS
$ 26,538.50 A2110.130-01 A2060.150-00
The Superintendent recommends the transfer of $65,000.00 for residential tuition.
From To
Amount Budget Code Budget Code
$ 65,000.00 A2250.471-09 A2250.472-09

12.11 Warrants

Recommended Action: The Board of Education has reviewed and hereby accepts Warrants Schedule 14 and Schedule 1

13. Policies

13.01 Policies reviewed and are ok as is

Recommended Action: The Board of Education hereby accepts policies 4260 and 4320 as reviewed
Motioned: Trustee Reimondo
Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Jerome, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop
Not Present: Trustee Mitchell-Marell

13.02 First Reading of Policy 4310 Superintendent of Schools

SUBJECT: SUPERINTENDENT OF SCHOOLS

The role and responsibilities of the Superintendent of School include, but are not limited to, the following:

a. As Chief Executive Officer of the Board of Education, they shall attend all regular, special, and work meetings of the Board except that the Superintendent may be excluded when their employment contract or performance is discussed in executive session.
b. They shall administer all policies and enforce all rules and regulations of the Board.
c. They shall constantly review the local school situation and recommend to the Board areas in which new policies seem to be needed.
d. They shall be responsible for organizing, administering, evaluating, and supervising the programs and personnel of all school departments, instructional and non-instructional.

e. They shall recommend to the Board the appointment of all administrative, instructional and support personnel.

f. They shall be responsible for the preparation and recommendation to the Board of the annual School District budget in accordance with the format and development plan specified by the Board.

g. They shall acquaint the public with the activities and needs of the schools through their written and spoken statements, and shall be responsible for all news releases emanating from the local schools.

h. They shall be responsible for the construction of all salary scales and for the administration of the salary plan approved by the Board. Some of these salary scales will be developed within staff contracts negotiated under the provisions of the Taylor Law.

i. They shall determine the need and make plans for facilities expansion and renovation.

j. They shall be responsible for recommending for hire, evaluating, promoting, and dismissing all professional and non-professional staff personnel.

k. They shall prepare or supervise the preparation of the teacher's handbook, staff bulletins, and all other District-wide staff materials.

l. They shall plan and coordinate the recruitment of teachers and other staff to assure the District of the best available personnel.

m. They shall plan and conduct a program of supervision of teaching staff that will have as its goal the improvement of instruction, and, at the same time, will assure that only the teachers found to be of a high degree of competence will be recommended for tenure.

n. They shall continually strive to distinguish for all concerned between the areas of policy decisions appropriate to the Board and management decisions appropriate to the District's administrative personnel.

o. They shall, when necessary and/or desirable, transfer such personnel as they anticipate will function more effectively in other positions. These transfers shall be made within the guidelines of state laws, District policies and negotiated contracts.

p. They shall submit the data from the School Report Card and/or other such reports of student/District performance as prescribed by and in accordance with requirements of the Commissioner of Education.

Education Law Sections 1711 and 3003
8 New York Code of Rules and
Regulations (NYCRR) Section
100.2(m)

Adopted: ~~5/2/17~~

13.03 First Reading of Policy 4410 Professional Development Opportunities

~~2017~~ 4410

Administration

SUBJECT: PROFESSIONAL DEVELOPMENT OPPORTUNITIES

~~The Board of Education shall encourage administrators to keep themselves informed of current educational theory and practice by study, by visiting other school systems, by attendance at educational conferences, and by such other means as are appropriate.~~

~~The approval of the Superintendent shall be required for any conference attendance or visitations requested by administrators.~~
~~Participation shall be limited by available resources and reimbursement guidelines.~~

The Board of Education believes that staff training and learning help ensure the success of educational programs and improve the efficiency of the district. Therefore, the district will provide learning opportunities to staff to increase their effectiveness and job performance. The Superintendent of Schools is responsible for implementing and administering staff learning programs for the district's employees.

Administrators

All administrators in the school district not otherwise covered by this policy will receive appropriate training and professional development in accordance with law, regulation or any applicable collective bargaining agreement. The Superintendent will be responsible for providing such training and development.

Teachers and Leaders

All teachers and leaders (i.e., holders of school building leader, school district leader, and school district business leader certificates) will be provided with opportunities for professional growth directly related to student learning in accordance with any applicable collective bargaining agreement and the district's Professional Learning Plan. Level III teaching assistants and long-term substitute teachers (employed for more than 40 days in a school year) will have the opportunity to participate in the district's professional learning program.

The district's Professional Learning Plan, which may be a multi-year plan, will include all items required by the Commissioner's regulations, including but not limited to the following:

- A needs analysis, goals, objectives, strategies, activities and evaluation standards for professional learning in the district and a description of how the district will provide all teachers and leaders substantial professional learning activities directly related to student learning needs identified in school report cards and other sources.

- A description of how the district provides teachers and leaders with opportunities directly related to student learning outcomes identified in the district's report card and other sources, and a description of how professional learning in educator practice and curriculum development are culturally responsive and reflect the needs of the community.
- A description of how the professional learning provided will align with New York standards and assessments, student needs, including linguistic, cultural diversity, and special needs, and will include culturally appropriate and responsive practices. Activities must be articulated across grade levels and subject areas and show how they will be provided and measured in a continuous manner.
- A description of how it will provide teachers, leaders, and Level III teaching assistants with opportunities to maintain their certificate in good standing by successfully completing 100 hours of professional learning every five years.
- A mentoring program to provide support for new teachers and leaders in order to ease the transition from teacher and leader preparation to practice, thereby increasing retention of teachers and leaders in the public schools, and to increase the skills of new teachers and leaders in order to improve student achievement.
- Unless granted an exemption by the Commissioner of Education, a description of how the district will provide professional learning to teachers, leaders, and Level III teaching assistants to address the needs of English Language Learners.

The Professional Learning Team will meet on or before October 1 of the year preceding the school year for which the plan will be adopted. The Superintendent or designee will serve as the chair of the team and will be responsible for ensuring the timely review and revision of the district's Professional Learning Plan.
The Professional Learning Team will submit any recommended revisions to the Professional Learning Plan to the Board by May 15. The Board will consider the recommendations at its first regular meeting thereafter. The Board may accept or reject the recommendations of the team in whole or in part. The Board may also request any additional information or data needed to evaluate the success of the program in achieving its objectives.
Any further changes in the plan must be submitted to the Board by June 15. The Board will consider and act on the revised plan by June 30th. The Board reserves the right to make changes to the revised plan.

Other Professional Staff and Support Staff

The district will provide staff development activities for other professional staff and support staff within the financial constraints of the district budget and in accordance with applicable collective bargaining agreements.

Other Staff Development Opportunities

The Board recognizes that many staff development opportunities are provided through non-school district sources. Within budgetary restraints, district employees may attend conferences, workshops, study councils, in-service courses, summer study grants, school visitations, and other relevant staff development opportunities.

Released time and reimbursement for such activities will be available upon approval of the Superintendent and in accordance with applicable collective bargaining agreements. The Superintendent may establish regulations pursuant to this policy to establish the circumstances under which such released time and reimbursement may be available. Staff members who attend such activities will be required to prepare a report or summary of the activity attended.

Cross-ref: 9420, Staff Evaluation

Ref: Education Law §§3006-a (required hours); 3604(8) (Superintendent conference days)
8 NYCRR §§80-6.3 (required hours); 100.2(o)(2)(iii)(b)(5) (required training on conducting staff evaluations); 100.2(dd) (Professional Learning Plans); 154-2.3(k) (professional learning related to the needs of English Language Learners)

~~General Municipal Law Section 77-b~~

Adopted ~~6/29/09 Reviewed 12/15/17~~

13.04 First Reading of Policy 6130 Evaluation of Personnel: Purposes

~~2002~~ 2023 6130

Personnel

SUBJECT: EVALUATION OF PERSONNEL: PURPOSES

~~The Board believes that a determination of the efficiency and effectiveness of its teaching and administrative staffs is an important activity in the overall operation of the School District.~~

~~An ongoing evaluation program will be implemented to provide a record of the service of each professional staff member, to provide objective evidence for employment and personnel decisions, and to promote the improvement of instruction as part of the goals of the School District.~~

~~The Superintendent will develop and implement a program for the annual evaluation of such personnel directed toward the above ends consistent with the terms and conditions of any negotiated agreements between the District and employees or employee groups.~~

~~The Superintendent will annually review the results of professional staff evaluations with the Board of Education.~~

~~Evening school teachers of adults enrolled in nonacademic, vocational subjects; and supplementary school personnel, as defined in Commissioner's Regulations are exempt from annual performance review per this Regulation, but may be evaluated in accordance with District and/or contractual procedures.~~

The Board of Education believes that the regular, rigorous and meaningful evaluation of all staff is necessary to continuously improve the achievement of students and the operation of the district. To this end, the Superintendent of Schools shall be responsible for ensuring that all district employees are evaluated annually and receive appropriate levels of support based upon that evaluation, if necessary, to improve their skills.

Administrators

All administrators, other than building principals who are covered by policy 9420.1, shall be evaluated annually by the Superintendent in accordance with this policy, applicable state law, regulation and collective bargaining agreements.

Professional Employees (not covered by 3012-c)

All professional employees (non-classroom teachers providing instructional services or pupil personnel services, counselors, school psychologists and social workers) shall be evaluated annually in accordance with state law and regulation, as well as any applicable collective bargaining agreement and the district's Part 100.2(o) Professional Performance Review Plan.

The plan shall include the required regulatory elements such as: (a) criteria for evaluating teachers and other professional employees, (b) assessment methods, (c) how quality rating categories/criteria will be used to differentiate professional development, compensation and promotion; (d) how timely and constructive feedback from evaluations will be provided; (e) plans to improve teacher performance for those rated ineffective, and; (f) training for evaluators.

The Superintendent shall collaborate with teachers, pupil personnel professionals, administrators and parents in developing the plan, which may be a multi-year plan. The Superintendent shall be responsible for selecting those individuals with whom he or she will collaborate in the development of the plan. The Superintendent shall meet with a group of such individuals at least once each year to determine if changes are necessary after its initial adoption.

The Superintendent shall submit the district's Professional Performance Review Plan, with any recommended changes, to the Board at its organizational meeting. At that meeting, the Board may request that the Superintendent reconsider or reexamine certain aspects of the plan, in which case, the Superintendent will resubmit the plan at the Board's first regular meeting in August.

The Board will provide members of parent organizations and the president of the applicable bargaining units the opportunity to comment on the plan, prior to its adoption, at a meeting at which the plan is considered. The Board must approve the plan before it becomes effective. The approved plan for each school year will be available in the district offices by September 10 of each year.

Each year, the Superintendent shall provide a report to the State Education Department on information related to the district's efforts to address the performance of non-classroom teachers rated ineffective.

Support Staff

Support staff (those staff not required to be evaluated under the Professional Performance Review Plan) shall be evaluated annually in accordance with any applicable collective bargaining agreement and this policy.

Reporting

The Superintendent will prepare an annual report for the Board that provides data on the evaluation ratings so that the Board can assess the effectiveness of the district's evaluation program. Data may include the number of employees evaluated, a summary of the final evaluation ratings, the rates of staff turnover and other relevant information. Personally, identifiable data will not be released to the public.

Training

The Superintendent shall ensure that all staff that are required to evaluate other staff are provided appropriate and sufficient training in assessment and evaluation, in accordance with state law and regulation.

Cross-ref: 9160, Personnel Records
9420.1, Building Principal and Classroom Teacher Evaluation
9700, Staff Development

Ref: Education Law §3012-c
8 NYCRR § 100.2(o) (Professional Performance Review Plans)

~~8 New York Code of Rules and Regulations (NYCRR) Sections 80-1.1 and 100.2(o)(2)~~

Adopted: ~~6/29/09~~

14. Contracts and Independent Contractor Retainers

14.01 Approve all Contracts and Independent Contractor Retainers

Recommended Action: The Board hereby approves item numbers 14.02 - 14.03
Motioned: Trustee Storey
Seconded: Trustee Jerome
Result: Unanimous
Yea: Trustee Jerome, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop
Not Present: Trustee Mitchell-Marell

14.02 K. Jones

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 Independent Contractor Retainer between the Onteora Central School District and Kitty Jones retained as Kits Interactive Theatre effective November 9, 2023 at a maximum rate of $1,225.00 with no

fringe benefits or deductions and authorizes the Superintendent to sign such an agreement.

14.03 Maverick Psychotherapy Group

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 Independent Contractor Retainer between the Onteora Central School District and Maverick Psychotherapy Group retained as Licensed Therapists effective September 27, 2023 to June 30, 2024 at a rate of $100.00 per hour to a maximum rate of $3,000.00 with no fringe benefits or deductions and authorizes the Superintendent to sign such an agreement.

15. Committee Reports

15.01 Ad Hoc Committee

- Nothing to report

15.02 Audit Committee

- Nothing to report

15.03 Communications Committee

- The committee met to discuss the short and long-term plans for the district
- The committee also discussed their important goals
  - The communications committee wants to continue to be responsible for all email communications from the community that come to the board email.
    - Trustee Bishop will continue to be responsible to draft an email response and send it to the entire board for a quorum response
    - Trustee Jerome will draft a portion of the board corner in the newsletter
    - Trustee Hemingway Lynch will continue to chair the committee
    - Next meeting October 4, 2023

15.04 Facilities Committee

- The Facilities committee met at the Woodstock Elementary School and the committee reviewed the plans for the upcoming summer
- The committee also discussed the safety concerns with the Phoenicia School doors.
  - The Facilities Director will address the immediate needs as quickly as he can

15.04 Legislative Action Committee

- Nothing to report

15.05 Policy Committee

- Nothing to report

16. Old Business

16.01 The Board will discuss Old Business

- Noting to report

17. New Business

17.01 The Board will discuss New Business

- Trustee Bishop asked if the trustees can start discussing self-evaluations

- Trustee Reimondo reported that not all community members know how to navigate the Onteora website, so Trustee Reimondo offered to set up a meeting date and go to the libraries to help the community navigate the website.
- Trustee Bishop asked if the Assistant Superintendents can create a presentation on “how things are going” in the curriculum department
- Trustee Bishop asked if any board member will be present at the board table during Homecoming
    - Trustee Jerome will try to attend
    - Trustee Goodrich is happy to attend for a couple of hours when he is needed
    - Trustee Hemingway Lynch is unavailable
    - Trustee Bishop will be at the booth from 9-2
    - No additional trustees responded

18. Adjournment

18.01 Adjourn the Meeting. Next meeting is October 10, 2023 at Phoenicia

Recommended Action: The meeting is adjourned at 9:03pm.
Motioned: Trustee Storey
Seconded: Trustee Jerome
Result: Unanimous
Yea: Trustee Jerome, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop
Not Present: Trustee Mitchell-Marell