ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION
BOICEVILLE, NEW YORK 12412

MINUTES

REGULAR MEETING
5:30 p.m.
TUESDAY, OCTOBER 10, 2023
PHOENICIA SCHOOL

1. Opening Items

1.01 Call to Order 5:30 pm
1.02 Tobacco Policy Statement
1.03 Pledge of Allegiance
1.04 Roll Call: Present: Trustee Jerome, Trustee Mitchell-Marell, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop

2. Proposed Executive Session

2.01 Enter Executive Session (duration 60 min)

Recommended Action: Motion to enter into executive session to meet with their attorney to discuss OTA negotiations
Motioned: Trustee Storey
Seconded: Trustee Reimondo
Result: Unanimous
Yea: Trustee Jerome, Trustee Mitchell-Marell, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop

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 Mitchell-Marell, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop

3. Welcome

3.01 Phoenicia Principal, Elizabeth Fallo will welcome the Board (duration 10 min)

- Principal Fallo started off by reporting that it has been an exciting start to the year
  - Highlights
    - The PTA decorated the building for a wonderful first day back for the students
    - All staff, including bus drivers, teaching assistants and monitors were invited to a welcome back breakfast
    - PBIS Kick off was Friday, October 6, 3023
      - The theme this year is SOAR **S**afe behavior, **O**nly kind action, **A**lways do your best, **R**esponsible choices with the Phoenicia eagle
  - Staff have been very busy with ongoing staff professional development
- Open House was a fabulous turnout

- Sunshine Team/PBIS Team
- Holiday and Spring Celebrations are being planned
- Community engagement pieces
    - The Fire Department is scheduled for October 20, 2023 to discuss fire prevention
    - Planning to invite speakers on Veterans Day
    - Memorial Day Parade will be in the spring
    - Discovered that a time capsule is buried in the backyard which will be recovered in the spring
- Upcoming PTA Events
    - Welcome Back Picnic- rescheduled to October 13, 2023
    - Phoenicia Fall Festival- October 17, 2023
    - Truck or Treat- October 28, 2023 at 2pm
    - Picture Day tomorrow, October 11, 2023
    - Kindergarten and First Grade fieldtrips coming up to Seed Song Farm
    - Second Grade fieldtrip is also coming up to visit the local community businesses
    - Grade Level Meetings will be held this week
    - Superintendent Conference Day
    - Performance scheduled with Kit's Interactive Theatre in November
    - Woodstock Theatre trip will be scheduled in December for the Christmas shows

4. Acceptance of Minutes

4.01 Acceptance of Minutes

Recommended Action: The Board of Education hereby accepts the minutes of September 26, 2023
Motioned: Trustee Jerome
Seconded: Trustee Reimondo
Result: Unanimous
Yea: Trustee Jerome, Trustee Mitchell-Marell, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop

5. Student Representative Report

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

- Ms. Odato started off by reporting that recently in Student Government we've held the first of our October themed Friday lunch activities. Last week on Friday we held a water jug holding competition, and next week we look to hold a musical chairs competition.
- Our planting day was cancelled last Saturday…again due to inclement weather. But WILL BE HAPPENING, rain or shine, this Friday and Saturday, October 13th and 14th.
- Throughout the high school, people have been catching the colds that come with fall. Seniors have been starting the college application process, clubs have been meeting regularly and sports teams are now deep into their seasons. Congratulations to the girls and boys Varsity Soccer teams that have solidified spots at sectionals! Homecoming last weekend, despite the weather, was a

success and it was lovely to see most of you there. Though the soccer games that Friday were unfortunately cancelled, the Saturday sporting events and club booths drew an enthusiastic crowd and raised a large sum of money.

6. Superintendent District News

6.01 The Superintendent will report District News

- MTSS Coordinator Position
    - We are happy to share that Liz Fallo has agreed to spearhead our MTSS initiative and the implementation of the Branching Minds platform. She will assume this role in the 2024 -2025 school year. This position will be grant-funded and will be integral in ensuring that MTSS is implemented consistently and that the Branching Minds platform is utilized to its fullest extent to benefit all of our students. Ms. Fallo shared this with her faculty on Friday. We wanted to ensure that she had an opportunity to speak with them before we announced this exciting news.

- New COVID Tests
    - We received a shipment of COVID tests that our nursing staff can share with families.

- Academic Presentations
    - We will begin with academic presentations at the next meeting. Assistant Superintendent Laffin will present the recently released 3-8 data. In November, we will have an update on the Fall Athletic season

- EV Bus Grant Update
    - We did inquire as to whether the EPA would consider giving us an extension for 18 months. We were told that such a lengthy extension would not be approved, but a staff member in Pat Ryan's office offered to advocate on our behalf. We gratefully accepted the offer, and we are waiting to hear if they were successful.
      Also, we received the draft Electric Bus Assessment report from our architect that has been submitted to NYSERDA. NYSERDA is doing a final review and then we will receive the final report. This is one of the steps that we felt should be completed prior to us moving forward with the EPA grant.

- Timeline for Implementation
    - There are many moving parts in the implementation for September. We met with the Phoenicia faculty this afternoon. Mr. Buono will begin planning for the transition to Bennett now that we have identified the roles for Ms. Fallo and Mr. Buono. Mr. DiDonna has already been planning. He met with the 6th-grade faculty again today and is planning to meet with the Bennett PTA possibly next week. His process will include identifying room logistics, cafeteria, recess, and after-school activities. He will be meeting with parents of incoming 5th and 6th-grade students in the spring, bringing

the incoming 5th and 6th graders for a building visit in June, and having an open house for both grades in August.

We are having our first playground planning meeting next week to identify a location for additional equipment to be added to Bennett and once we have some potential equipment designs, we will be gathering input. Mr. Harjes has set a goal of issuing a purchase order for January and installation in May.

As we have discussed before, there will be murals designed by students in both Bennett and the Middle School so that when students transition to these buildings, they will see their own design in the building. The art teachers will be collaborating with the muralist and the students and we appreciate their support for this important project.

We are going to begin work on the new transportation contract shortly so that we can put the contract out to bid with the goal of awarding the contract prior to the budget. This is a large component of the budget so we want to have this contract finalized as soon as possible.

I'm meeting with our Director of Technology on Friday to reorganize the Long-Term Planning Webpage and to create a Transition Planning page so that we can post our timeline and our process. Our BOCES Community Relations Supervisor, Holly Brooker, is creating a proposal for our Communications Plan that I anticipate we will receive in the near future. This will also enhance our communication related to the transition process.

- Parent Workshops
    - We have another one of our series of parent workshops scheduled for tomorrow evening. This one will focus on parenting skills that will help parents with self-regulation and self-care! The link is on our website and it will take place from 7 - 8:30.

7. Board District News

7.01 The Board will report District News

- Trustee Storey wanted to thank the community for supporting the students during Homecoming

8. Acknowledge Public Be Heard Comments

8.01 The Board will acknowledge the public be heard comments from the last meeting
no one spoke

9. Public and Student Comment

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

- Rick Wolfe
- Megan Fitzgerald

10. Discussion and Possible Action

10.01 Discuss the Creation of the 2023-2024 Board Goals (duration 30 min)

- The Board of Education Trustees had a lengthy dialog on the 2023-2024 Board Goal. The Board Trustees will email the District Clerk their written goals (enclosed) and the District Clerk will email the entire Board these goals in one consolidated email. The Board will discuss the goals at the next meeting and hopefully finalize the goal(s) at the November 14, 2023 Board Meeting.

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.

10.02 Discuss Preferred Start Time for Executive Session

- The board trustees decided that it would be best to remain flexible

10.03 Discuss Resolution Process

- Trustee Bishop indicated that as BOE President, it is my responsibility to facilitate an effective and efficient meeting, assuring that all voices are heard. First, I want to address a specific issue. Trustee Lynch was correct in proposing a motion to amend the resolution about EV buses during the discussion phase at our September 26th meeting. The procedure that would have followed her proposal to amend would have included asking for a first and second, and if so moved, the board would have voted on amending the resolution. If that vote passed, we would have worked on the wording and potentially amended the resolution, then we would have voted on the amended resolution. We basically stumbled through a conversation and ultimately relied on information that has proved to be erroneous. We are all human. We are all intelligent, engaged, and committed to our board work, *and* none of us are experts. To that end, in an effort to facilitate more effectively, I am proposing the following, which I will do my very best to implement in the future:

- All trustees have an equal voice and should have an opportunity to feel heard and understood.
- No single voice should prevail, and our discussions, even our disagreements, should be respectful.
- No question or comment should be dismissed verbally or non-verbally by speaking over each other, eye rolling, head shaking, etc. It is challenging for me to monitor this in the moment, but I will try. I often don't catch many of these behaviors till I watch the video, but when I do, I will address it with individual trustees in the future.
- We will follow Robert's Rules of order allowing each trustee to ask ONE question, giving others a chance to respond or ask their own questions before that trustee asks a second question. As the meeting facilitator, I will come back to trustees who have more than one question or comment.
- Only one mic should be on at a time, and that is the trustee who has the floor.
- We will limit sidebar conversations. If a comment is worth whispering, it is probably worth stating for the record. If one trustee has a question or concern, it's likely that others share that concern.
- We will take the time to cover issues thoroughly, even if we need to pause for a google search, or search through board docs for historical data, or even motion to take a brief executive session to contact our attorney.
- We will follow NYSSBA's strong recommendation that the board officers speak last so that all trustees may speak without undue influence from officers.
- If a trustee has access to information to support their argument, or better make a point, they should feel comfortable sharing it at the board table if it will support the issue they are bringing forth.
- I encourage all trustees and our Board Clerk to continue taking advantage of trainings offered by NYSSBA, NYSED, BOCES, etc.
- All of these proposals are important to me; however, I understand that as board president, I am one of seven and we all have an equal voice. If you are interested, it will take the commitment of each trustee to improve our processes and our outcomes.
- I'm interested in your thoughts, and wonder if there are any questions or suggestions for additional clarity?
- Is there any interest in revisiting the EV Bus resolution we voted on last week?

- The trustees thanked Trustee Bishop for her clarity and decided not to revisit the EV Bus resolution at this time

11. Consent Agenda

11.01 Approve Consent Agenda

Recommended Action: The Board hereby approves item numbers 11.02 -11.07
Motioned: Trustee Storey
Seconded: Trustee Reimondo
Result: Unanimous

Yea: Trustee Jerome, Trustee Mitchell-Marell, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop

*Trustee Hemingway Lynch recused from voting on item number 11.03 because she is one of the volunteers listed for approval

11.02 Approve Corrective Action Plan

Recommended Action: The Board of Education hereby approves the Corrective Action Plan for the school year ended June 30, 2023, as attached.

11.03 Approve Volunteers

Recommended Action: The Board of Education hereby approves the following volunteers:
Bennett- Mary Leonard, Sarah Lynch, Jennifer Harrigfeld
Phoenicia- Janice Tieri, Sarah Lynch
Woodstock- Sara Brasseur, Jonathan Fitzer, Daniele Yannucci, Karyn Hochman, Lily Pollard, Dana McClure, Kat Mosher, Cassidy Nasello, Judy Gross, Shannon O'Keefe, Mindy Mackenzie, Alexandra Keefe, Esther Hallam, Susanne Bonan, Atchawi Franceschina, Bryan Roefs, Stacie Cologero, Jennifer Harrigfeld, Venetia Boucher, Danielle Fankhauser

11.04 Change Orders

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 attached Change Orders for the Classroom Phase 2, Bennett Gym HVAC, and PH & WD UV & Flooring projects.

11.05 DEHIC Trust Agreement

Recommended Action: WHEREAS, Onteora Central School District is a Participant in the Dutchess Educational Health Insurance Consortium (“DEHIC”); and
WHEREAS, the Board of Trustees of DEHIC has approved a revised Trust Agreement, to clarify certain provisions in the original Trust Agreement and ensure the continued effective operation of DEHIC.
NOW, THEREFORE, due deliberation having been had, BE IT RESOLVED:
1. That the Onteora Central School District hereby agrees to the amendment of the DEHIC Trust Agreement, as proposed by DEHIC’s Board of Trustees.
2. That Victoria McLaren be and is hereby authorized to execute attached Amended Trust Agreement, effective as of January 1, 2024.
3. That a certified copy of this Resolution be prepared and sent, along with the executed Trust Agreement to DEHIC’s attorneys at the following address:
Gleason, Dunn, Walsh & O’Shea
300 Great Oaks Blvd., Suite 321
Albany, New York 122073
ATTN: Thomas F. Gleason, Esq.
Richard C. Reilly, Esq.

11.06 Personnel Agenda

EXTRA DUTY STIPENDS

NAME	POSITION	AMOUNT
Amodeo, Bernadette	Elementary Resource 2- Student Government Advisor	$2, 220.00
Armstrong, Mark	SAT Prep (After School)	$2,108.00
Curlew, Alicia	Math Club Advisor-HS “Chess Club”	$1,847.00
Curlew, Alicia	National Honor Society Advisor 2 - HS	$1,059.00 (prorated) = $878.97
Gallin, Anne	Spanish Club Advisor -HS	$1,847.00 (split w/ R. Joslin) = $923.50
Goho, Colette	DECA Advisor	$4,693.00 (split w/ S. Weider) = $2,346.00
Goho, Colette	DECA Assistant Advisor	$1,292.00 (split w/ S. Weidner) = $646.00
Gustafson, Amy	Mentor Coordinator	$2,809.00
Hansen, Karen	District Nursing Coordinator	$2,715.00
Joslin, Rebecca	Spanish Club Advisor-HS	$1,847.00 (split w/ A. Gallin) = $923.50
Nelsen-Epstein, David	National Honor Society Advisor 1- HS	$1,059.00
Weidner, Sandra	DECA Assistant Advisor	$1,292.00 (split w/ C. Goho) = $646.00
Wentland, Jennifer	Art Club Advisor -HS	$1,847.00

RESIGNATIONS: NON- INSTRUCTIONAL

NAME	POSITION	EFFECTIVE DATE	REMARKS
Spencer, Patrick	Custodial Worker/Groundskeeper I	10/10/23	To accept Custodian position

APPOINTMENT: NON-INSTRUCTIONAL
PROBATIONARY

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Spencer, Patrick	Custodian/ B & G Dept.	10/11/23 – 04/10/24	Step 6, replace retirement

APPOINTMENT: INSTRUCTIONAL

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Niewiadomski, Blazej	1.0 FTE Science Teacher/High School	09/21/23 - 06/30/24	Adjusted start date

LEAVE OF ABSENCES: INSTRUCTIONAL

NAME	EFFECTIVE DATE FROM - TO	REMARKS
2816	09/14/23 - 10/16/23	FMLA-Paid Leave
3104	09/05/23 – 06/30/23*	Intermittent FMLA Leave

pending medical documentation

LEAVE OF ABSENCES: NON-INSTRUCTIONAL

NAME	EFFECTIVE DATE FROM - TO	REMARKS
3310	10/02/23 - 10/31/23	Medical Leave
3880	10/03/23 – 11/03/23	FMLA-Paid Leave

SUBSTITUTE

NAME	POSITION	AMOUNT
Detweiler, Frances	Teacher (certified)	$150.00/day
Taylor, Kristy	Registered Nurse	$150.00/day

11.07 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, #10/23, Confidential, as reviewed by Trustee Goodrich

12. **Break**

12.01 The Board will take a 5-minute break if needed

13. Contracts and Independent Contractor Retainers

13.01 Approve all Contracts and Independent Contractor Retainers

Recommended Action: The Board hereby approves item number 13.02 - 13.04
Motioned: Trustee Storey
Seconded: Trustee Goodrich
Result: Unanimous
Yea: Trustee Jerome, Trustee Mitchell-Marell, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop

13.02 Approve Intermunicipal Agreement with Kingston City School District

Recommended Action: The Board of Education approves the Intermunicipal Agreement with Kingston City School District for the transportation of homeless students and authorizes the Superintendent to sign such agreement.

13.03 Pimentel Murals

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 Joe Pimentel/Pimentel Murals retained as

Muralist effective October 11, 2023 through June 30, 2024 at a r at a maximum rate of $44,060.00 with no fringe benefits or deductions and authorizes the Superintendent to sign such an agreement.

13.04 D. Young

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 Daniel Young retained as Concert Accompanist effective October 11, 2023 through June 26, 2024 at a rate of $100/concert and $50/rehearsal to a maximum rate of $800.00 with no fringe benefits or deductions and authorizes the Superintendent to sign such an agreement.

14. Policies

14.01 Second Reading and Adoption of Policy 4310 Superintendent of Schools

Motion to Adopt Policy 4310 Superintendent of Schools
Motioned: Trustee Mitchell-Marell
Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Jerome, Trustee Mitchell-Marell, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop

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~~

14.02 Second Reading and Adoption of Policy 4410 Professional Development Opportunities

Motion to Adopt Policy 4410 Professional Development
Motioned: Trustee Mitchell-Marell
Seconded: Trustee Storey
Result: Unanimous
Yea: Trustee Jerome, Trustee Mitchell-Marell, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop

~~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~~

15. Committee Reports

15.01 Ad Hoc Committee

- Next meeting is scheduled for October 16, 2023

15.02 Audit Committee

- Nothing to report

15.03 Communications Committee

- Trustee Jerome reported that the committee discussed also emailing the quarterly newsletter Board Corner to the community

15.04 Facilities Committee

- Nothing to report

15.05 Legislative Action Committee
- Next meeting is scheduled for October 17, 2023

15.06 Policy Committee
- Nothing to report

16. Old Business

16.01 The Board will discuss Old Business
- Trustee Hemingway Lynch asked a question related to the dress code. She asked if t-shirts had been ordered for the students in Physical Education and asked if the Athletic Director or the Student Representative could provide feedback on this topic at an upcoming board meeting
- Trustee Hemingway Lynch also asked for a rationale on the limitation on bus passes
    - Superintendent McLaren reported that these extracurricular activities are not school related and the transportation department is unable to provide transportation at this time

17. New Business

17.01 The Board will discuss New Business
- Trustee Goodrich wanted to report that he will be attending the Ulster County School Board Meeting
- Trustee Bishop asked that the category RFI's (request for information) be added back to the agenda

18. Adjournment

18.01 Adjourn the Meeting. Next meeting is October 24, 2023 at the Middle/High School.

Recommended Action: Motion to adjourn meeting at 8:30 pm.
Motioned: Trustee Storey
Seconded: Trustee Reimondo
Result: Unanimous
Yea: Trustee Jerome, Trustee Mitchell-Marell, Trustee Goodrich, Trustee Hemingway Lynch, Trustee Reimondo, Trustee Storey, Trustee Bishop