

MANCHESTER-SHORTSVILLE CENTRAL SCHOOL DISTRICT
1506 Route 21, Shortsville, NY 14548
Board of Education

Regular Session

December 14, 2022

7:00 PM

Members Present:

Barbara Gardner, President
Heather Bachman, Vice President
Lisa Lombardi
Matt Schaertl
James Simmons

Others Present:

Charlene Dehn, Superintendent
Kimberly Brown, Board Clerk

Members Absent:

Scott Van Aken
Amy Walton

CALL TO ORDER:

The scheduled monthly meeting of the Manchester-Shortsville Central School District Board of Education was called to order on December 14, 2022, in the elementary school cafeteria at approximately 7:01 p.m. by President Gardner.

I. PUBLIC COMMENT:

None

II. PRESENTATIONS:

Building principals presented an update on student performance data.

Tim Burns, School Business Administrator, presented the preliminary 2023-2024 Budget.

III. APPROVAL OF MINUTES:

A motion by Lisa Lombardi, seconded by James Simmons, and unanimously approved: RESOLVED, that the minutes of the November 9, 2022, Board of Education regular meeting be approved as presented.

IV. COMMITTEE ON SPECIAL EDUCATION/PRE-SCHOOL SPECIAL EDUCATION:

It was moved by Lisa Lombardi, seconded by Matt Schaertl, and unanimously approved: RESOLVED, that the Board hereby accepts the recommendation of the Superintendent to approve the CSE and CPSE recommendations.

V. REPORTS AND CORRESPONDENCE:

Superintendent Dehn commented on the following topics:

Mental Health Initiative: A few of my fellow Ontario County Superintendents and I have been engaged in a series of meetings with the Ontario County Administration, and representatives from the Department of Health and Ontario County Mental Health, with the goal of increasing access to community-based mental health services for our students and families. While we continue to have work to do, it has provided Red Jacket with a valuable opportunity to participate in the Extension for Community Healthcare Outcomes Program, known as the ECHO Program, which is hosted by the Expanded School Mental Health Team at UR Medicine.

The ECHO Program provides an interactive, web-based learning and mentoring program used to support case-based learning, education, and peer support. Participants attend bi-weekly meetings for learning topics, case presentations, and peer learning opportunities. Participants present at least one case for expert and peer consultation at UR Supporting Our Students (SOS) Project ECHO meetings. There are also School-Based Urgent Intervention Referral Case Consultation

sessions utilized to triage potential referrals to URMG Golisano's Pediatric Behavioral Health and Wellness (PBH&W) short-term intervention services. One of our four Red Jacket ECHO team members will receive training from Mental Health First Aid USA, which will allow them to teach the 8-hour Mental Health First Aid course to the rest of the team and others within our school community. Newly certified trainers are required to teach at least three Youth Mental Health First Aid trainings in the first year and three trainings each year thereafter to maintain their certification. This will build internal capacity within our school for others to be trained and apply Mental Health First Aid for students in crisis and help connect our students with appropriate care.

Through the ECHO Program, our team will have access for five months to free continuing education on a variety of topics such as, Recognizing and Approaching Youth in Distress, School-Based Safety Planning, Brief Crisis Intervention and De-escalation, Referral to Treatment and Community Resources, and Special Issues in Teen Behavioral Health.

I would like to thank our Director for Counseling, Emma Lampley; School Social Worker/Counselor, Trisha Fooks; School Psychologist, Jodi Roberts; and School Counselor, Sarah Mandara for participating in the ECHO Program to provide ongoing training to all our mental health-related staff and others, to address mental health needs within our school, and to connect students and families to community-based mental health services.

Mental Health Roundtable: Thank you to Emma Lampley and John Potter for joining me on December 1st at FLCC for Senator Helming's roundtable discussion on Advocating for Children's Mental Health. The purpose was to support student mental health and behavioral health by facilitating connections and dialogue with schools and the area leading mental health professionals. In addition to various school leaders, Dr. Michael Scharf, Psychiatrist in Chief from Golisano Children's Hospital; James Cullinan, President of Medical Staff at Clifton Springs Hospital; and other mental and behavioral health leaders met with us to discuss the barriers to obtaining needed services. Understanding the roles and responsibilities of each group, the shortage in service providers, and challenges in accessing services, were some of the topics discussed. Thank you to Senator Helming for bringing this group together for important conversations that we hope will continue in a follow-up meeting that will expand to surrounding counties and help us all work together to address the barriers to accessing mental health services for our students within our communities.

Preventing Targeted Violence Training: On November 30, 2022, we brought Special Agents, Katey Tonzelli and Colin Barrett to our school to provide training to our threat assessment teams, which includes our counselors, psychologists, administrators, SRO, and we included the RJEC BOCES administrator who is on our Emergency Response Committee to join us. The FBI's Behavioral Analysis Unit is responsible for all facets of investigation and active shooter research. To start the training, Special Agent Barrett emphasized that "while we can't know what someone is going to do in the future, the threat assessment model, while not great, is the best model we have." He added that it is human nature to want to know why, but there is no profile for active shooters. There is behavior that includes planning, preparation, and implementation that is a pathway to violence. This begins with a grievance and progresses to ideation, research and planning, preparation, possibly a breach of the plan and then, ultimately, the attack. This two-hour training was valuable to our team as we consider the totality of circumstances and the enhancers and mitigators associated with targeted school violence as we continue to use the Dewey Cornell Threat Assessment Model. Special Agents Tonzelli and Barrett will be available to continue to support our team.

Prevention of Targeted School Violence Training: Thank you to John Potter and Karen Hall for joining me on December 6th for training through the Secret Service's National Threat Assessment Center. The U.S. Secret Service National Threat Assessment Center (NTAC) has conducted research on the thinking and behaviors of those who commit acts of targeted school violence, in an effort to prevent future tragedies. The presentation explored relevant past incidents, as well as findings and recommendations from NTAC's latest research on targeted school violence and averted school attacks in the United States. This training was very similar to the training we brought to our Threat Assessment Team on November 30th through FBI Special Agents Katey Tonzelli and Colin Barrett. We will be sharing this information with our Threat Assessment Team during our next meeting.

Lift Project: I would like to thank Rick Amundson from FLASHP and Dr. Darren Morton for providing us with this research-based program. I would also like to thank our wellness coordinators, Tracey Snieszko and Marissa Baughman, for all their communications and coordinating ongoing wellness programs for our staff. I am pleased that we were able to provide this free seven-week program with a focus on well-being enhancing topics and an emphasis on mental well-being, to our entire community, students and staff, and their families.

Education Elements:

Our Education Elements team were on site yesterday to follow up on the design workshop by visiting our Personalized Learning (PL) team teachers' classrooms to celebrate and support them with their classroom prototypes. They will be visiting each teacher's classroom and then have a strategy session with school leaders to discuss any highlights and trends that they observe that will inform the workshops they are offering in January. We will use the data collected to guide our discussions and continue our work with our Education Elements Team in building the Personalized Learning Plan.

Superintendent Dehn provided some feedback to the Board which was received from teacher PL teams. It was all very positive!

Strategic Plan: The revised Strategic Plan, which includes the revised Board and District goals, is located on the District website along with the Board's goals published separately. The revised Strategic Plan and the Board goals are located in your Board packet.

The 2022-2023 District's academic and school culture goals have been updated to reflect the work we have been doing with Education Elements related to improving academic performance and improving school culture. As I shared at a previous Board meeting, our school's academic data results are located on our website under the District tab; however, for purposes of this plan, I included the relevant academic data and targets in the Strategic Plan, along with the original Social Emotional Learning (SEL) Inventory Stakeholder Survey results from students, parents and teachers, for the purposes of measuring goal attainment.

The Education Elements Team will work with administration and lead the Personalized Learning (PL) Teams, a core group in each building, in design thinking to build a PL Plan for how teachers will create personalized, student-centered learning experiences. The goal of the PL Plan is to address the learning gaps students have experienced due to COVID and equip teachers with the tools to be responsive to the learning needs of their students.

Given the current New York State Education Department mandates for implementation of the Next Generation State Standards, the leadership team is committed to continually increasing student achievement based on the current years passing rate on the Common Core English Regents, Common Core Algebra Regents, Living Environment Regents, Global 2 Regents, and US History Regents to the passing rate average of the same Regents in the prior three years that the Regents exams were administered.

In Red Jacket Schools, Social Emotional Learning (SEL) will help create a supportive and equitable environment by building healthy, trusting relationships amongst the entire Red Jacket School community so that all students, staff, and families feel psychologically safe, respected, and empowered.

The District recognizes the ongoing importance of Social Emotional Learning (SEL), Positive Behavioral Interventions and Supports (PBIS), and Restorative Practices. End of the year SEL Inventory Stakeholder Surveys conducted by Education Elements will show an improvement in scores over the previous Inventory across stakeholder groups in each perception, desire or experiences category.

Native American Mascots, Logos, and Imagery: Enclosed in your Board packet, you will find the New York State Education Department (NYSED) memo regarding the court's decision and requirements for schools. I would like to provide some background information, a recommendation, and open up for Board discussion on the topic.

I will start with excerpts from November 17, 2022 NYSED Memo: *The court's decision establishes that public school districts are prohibited from utilizing Native American mascots. Arguments that community members support the use of such imagery or that it is "respectful" to Native Americans are no longer tenable.*

*Those school districts that continue to utilize Native American team names, logos, and/or imagery **without current approval from a recognized tribe must immediately come into compliance.** Should they require guidance, districts may reach out to those districts that successfully retired their mascots or their local Board of Cooperative Education Services. The Department is developing regulations that will clarify school districts' obligations in this respect.*

Should a district fail to affirmatively commit to replacing its Native American team name, logo, and/or imagery by the end of the 2022-23 school year, it may be in willful violation of the Dignity Act. The penalties for such a violation include the removal of school officers and the withholding of State Aid.

On Friday, November 18, 2022, I informed the Board of Education of the recent legal decision regarding the use of Native American mascots, logos, and imagery.

On Friday, November 18, 2022, students, staff, and families were informed of the legal decision via ParentSquare message. Along with the NYSED memo, they received this message from me: *This decision was predictable and, as a result, in recent years we have maintained our nickname Red Jacket, but curbed the purchasing of uniforms and equipment with the use of "Indians." As we did in the past (2013), my hope is to engage the community to assist us with decision-making regarding our school's logo/mascot. Once I have had an opportunity to discuss this further with the Board, we will communicate additional information out to our school and community.*

On November 30, 2023, I reached out to the office of the President of the Seneca Nation of Indians (SNI) and spoke to Jacquie Crouse to determine if there is an approval process and/or requirement to allow our District to continue using the "Red Jacket Indians" name, mascot, and logos. Understandably, Ms. Crouse said they are receiving a lot of requests and she asked that I send her an email to track the requests they are receiving. It seems that SNI is engaged in discussion about this topic. The follow-up email, requested by Ms. Crouse, was sent to her on November 30th and another was sent on December 8, 2022. Her response was for us to please stand by.

Until we have more information, I shared with you my general thoughts. However, my recommendation is to wait until we hear back from the Seneca Nation of Indians.

In the meantime, we have stopped using the mascot and logos, where possible, we have begun taking inventory as to where the Red Jacket name, Indians mascot, logos, and imagery exists within the District and have been preparing for the budgetary impact a change would necessitate.

If we do not receive a response or a timely response from the Seneca Nation of Indians before March, I recommend we dedicate a Board work session to this topic. As a reminder, the NYSED memo states: *Should a district fail to affirmatively commit to replacing its Native American team name, logo, and/or imagery by the end of the 2022-23 school year, it may be in willful violation of the Dignity Act. The penalties for such a violation include the removal of school officers and the withholding of State Aid.*

I am open to the Board's thoughts, ideas, and direction.

Thank you: I would like to thank Mrs. Curtin for her service in the position of Coordinator of Special Services for the Manchester-Shortsville Central School District. She has always been a strong advocate for students, supportive of teachers and staff, and she always promoted parental involvement. She has done an excellent job in this challenging role. I wish her well as she moves on in her professional career.

Retirements: I would like to thank Christine Cobos for her 19 years of service as a high school math teacher; she also has been a class advisor and, for the past six years, Mrs. Cobos has been the Red Jacket Faculty Association President. Congratulations to Mrs. Cobos on her upcoming retirement. I wish her well.

Congratulations to our Assistant Superintendent, Kris Guereri who has served simultaneously in multiple roles throughout her 26 years at Red Jacket. Her constant support, hard work, and dedication has been invaluable to the District. After serving 33.5 years in the field of education, I wish Mrs. Guereri a well-deserved, wonderful upcoming retirement! I am also thrilled to announce my retirement beginning on July 1, 2023. As I reflect on the last 18 years at Red Jacket, and throughout my 31 years, I am overwhelmed with gratitude for the wonderful relationships I have developed with students, their families, staff, and so many community members. I wish the Manchester-Shortsville Central School District much continued success.

Claims Auditor Report

VI. FINANCIAL REPORTS:

President Gardner acknowledged receipt of the financial and treasurer's report on behalf of the Board.

VII. PERSONNEL REPORT:

Retirements

It was moved by Heather Bachman, seconded by Lisa Lombardi, and unanimously approved: RESOLVED, that upon the recommendation of the Superintendent, to accept with regret the retirement of **Christine Cobos**, Teacher, effective, July 1, 2023.

It was moved by Lisa Lombardi, seconded by James Simmons, and unanimously approved: RESOLVED, that upon the recommendation of the Superintendent, to accept with regret the retirement of **Charlene Dehn, Superintendent**, effective, July 1, 2023.

It was moved by Lisa Lombardi, seconded by James Simmons, and unanimously approved: RESOLVED, that upon the recommendation of the Superintendent, to accept with regret the retirement of **Kristine Guerri**, Assistant Superintendent, effective, July 1, 2023.

Leave

It was moved by Heather Bachman, seconded by Lisa Lombardi, and unanimously approved: RESOLVED, that the Board hereby accepts the recommendation of the Superintendent, to grant a leave to **Samantha Cassavaugh**, Teacher, beginning on or about October 31, 2022, and ending on or about January 31, 2023.

Appointments

It was moved by James Simmons, seconded by Lisa Lombardi, and unanimously approved: RESOLVED, that the Board hereby accepts the recommendation of the Superintendent, to appoint **Joseph DeVey, Modified Wrestling Coach**, for the 2022-2023 school year. **Salary \$3,480**

It was moved by Heather Bachman, seconded by James Simmons, and unanimously approved: RESOLVED, that the Board hereby accepts the recommendation of the Superintendent, to make appointments as per the consensus agenda.

APPOINTMENTS/DAILY SUBSTITUTES:

Luc Pereira – Canandaigua	Appointment a Daily Substitute Teacher, K-12 for the 2022-2023 school year. Certification: None
Brenda Prinzi – Newark	Appointment a Daily Substitute Teacher, K-12 for the 2022-2023 school year. Certification: None
Justin Roehl – Farmington	Appointment a Daily Substitute Teacher, K-12 for the 2022-2023 school year. Certification: None
Alivia Sibeto – Manchester	Appointment a Daily Substitute Teacher, K-12 for the 2022-2023 school year. Certification: None

APPOINTMENTS/NON-INSTRUCTIONAL:

Kami Byrns – Canandaigua	Appointment as a Teacher Aide– for the 2022-2023 school year, effective, December 5, 2022- \$14.75/hr.
George Reavis – Phelps	Appointment as a Teacher Aide – for the 2022-2023 school year, effective, January 16, 2023 - \$14.75/hr.
Andrea Record – Manchester	Appointment as a Substitute Teacher Aide – for the 2022-2023 school year, effective, December 1, 2022- \$14.50/hr.
Leann Yates – Shortsville	Appointment as a Substitute Food Service Helper - for the 2022-2023 school year, effective, December 1, 2022 - \$14.50/hr.
Sandra Burkett – Clifton Springs	Appointment as a Bus Driver - for the 2022-2023 school year, effective, December 6, 2022 - \$21.00/hr.
Traci Moschiano – Shortsville	Appointment as a Substitute Teacher Aide – for the 2022-2023 school year, effective, December 12, 2022- \$14.50/hr.
William Angelo – Canandaigua	Appointment as a Building Maintenance Assistant - for the 2022-2023 school year, effective, December 13, 2022 - \$15.45/hr.

VIII. NEW BUSINESS:

Municipal Cooperative Agreement

A motion by Lisa Lombardi, seconded by Heather Bachman, and unanimously approved: RESOLVED, that the Board of Education of the Manchester Shortsville Central School District hereby agrees to adopt the attached amended and restated Municipal Cooperative Agreement with the Finger Lakes Area School Health Plan (FLASHP).

RESOLUTION TO APPROVE AMENDMENT TO FINGER LAKES AREA SCHOOL HEALTH PLAN (“FLASHP”) MUNICIPAL COOPERATIVE AGREEMENT

WHEREAS, the Finger Lakes Area School Health Plan ("FLASHP") was established pursuant to a Municipal Cooperative Agreement to Provide Health Benefits, which was last restated July 1, 2018, and amended January 1, 2020 (the "Agreement"); and

WHEREAS, Manchester-Shortsville CSD is currently a participant in FLASHP ("Participant"); and

WHEREAS, Article 5-G Section 119-O of the New York General Municipal Law, and Section XIII of the Agreement, require that the maximum term of the Agreement is five (5) years so that the FLASHP Board of Directors ("Board") may periodically assess whether any changes to the Agreement are necessary; and

WHEREAS, Section V of the Agreement provides that the Agreement may be amended by an affirmative vote of 2/3 of all Board members then appointed and serving on the Board; and

WHEREAS, the FLASHP Board voted by a 2/3 majority at a meeting held on November 3, 2022, to adopt the revised Agreement, effective February 1, 2023, and to amend the By Laws, effective February 1, 2023; and

WHEREAS, Article 5-G Section 119-O of the New York General Municipal Law, and Section V of the Agreement, require that changes to the Agreement must also be adopted by a majority vote of each Participant's governing body;

WHEREAS, Manchester Shortsville CSD desires to approve the FLASHP Board's changes to the Agreement;

NOW THEREFORE, the Board of Education of Manchester Shortsville CSD has voted to approve the revised Agreement, attached hereto in Exhibit A.

NY/Island Cooperative Bid Resolution

A motion by Lisa Lombardi, seconded by James Simmons, and unanimously approved: RESOLVED, that the Board hereby accepts the recommendation of the Superintendent to approve the attached New York/Island Cooperative Bid Resolution.

WHEREAS, it would be in the joint interest of the Manchester Shortsville CSD to participate in cooperative bids for the purchase of various supplies, services, materials and equipment, as Advertised by and awarded by the Clarkstown Central School District acting as the Lead Agency, as provided by General Municipal Law Section 119-0 and,

WHEREAS, each Board retains the legal authority to contract with the successful Vendor(s) and shall not be bound by purchase contracts or other agreements made by the other BOARD(S), therefore

BE IT RESOLVED, that the BOARD OF EDUCATION of Manchester-Shortsville Central School District thereby agrees to participate with the attached named school districts in such cooperative bids.

IX. OLD BUSINESS:

A motion by Heather Bachman, seconded by Lisa Lombardi, (B. Gardner, yea; H. Bachman, yea; L. Lombardi, yea; M. Schaertl, yea), (J. Simmons, nay) majority ruled, approved: RESOLVED, that the Board hereby accepts the recommendation of the Superintendent to waive the second reading and complete the adoption of the following policy:

Policy #3230 Public Complaints

X. EXECUTIVE SESSION:

Moved by Lisa Lombardi, seconded by Heather Bachman, and carried unanimously: RESOLVED, that the Board hereby enter Executive Session in accordance to the open meeting law at 8:48 p.m. to discuss:

A matter of a particular appointment of a person or corporation.

President Gardner moved the Board back into public session at 9:03 p.m.

ADJOURNMENT:

Moved by Lisa Lombardi, seconded by Heather Bachman, and carried unanimously: RESOLVED, that the Board hereby stands adjourned at approximately 9:03 p.m.

Kimberly Brown, Board Clerk