



BARKER CENTRAL SCHOOL DISTRICT
Board of Education Meeting Minutes
Monday, June 12, 2023 - Board Room

Present R. Atwater, C. Gancasz, E. Gow, J. Sweeney

Excused D. Carnes, J. Harris, V. Voss

Also Present J. Reimer, M. Carter, C. Cornwell, M. Eadie, C. Heiligenthaler, M. Love, S. Kordish
Public: 3

Call to Order President Atwater welcomed everyone and called the meeting to order at 7:00 p.m.

Approve

Agenda The agenda was reviewed. Motion by Mr. Sweeney, seconded by Mrs. Gow, to approve the agenda as presented.
Yes: 5, No: 0
Motion carried.

Accept

Minutes The Board reviewed the minutes. Motion by Mrs. Harris, seconded by Mrs. Gow, to accept the minutes as presented from the Regular Board Meetings dated of May 8, 23023 and May 16, 2023.
Yes: 5, No: 0
Motion carried.

**Public
Forum**

None.

Presentations

Social Studies Presentation – J. Monaco

Mrs. Monaco presented an overview of the Social Studies Department. She discussed the faculty, what each individual teacher was responsible for teaching and the Scope and Sequence by grade level. She also discussed the components of K-12 social studies based on standards which included inquiring ARL, unifying themes, common core literacy and social studies process, key ideas and contents specification. As she teaches Grade 12, she talked about the topics she focuses on with the PIG requirements at the school which include attending three governmental meetings and completing 20 hours of community service. She



discussed the connections the staff, community, and school have made through the activities of the students which include but are not limited to volunteering in special elementary classes, M& M Mentoring Club, assisting with Aladdin, recycling program, and outside clean-up of the grounds. Other projects included public policy work some of which pertained to researching and sending letters to political people regarding crosswalks in Barker, helping local veterans, hospitals, and other public service issues. She explained the importance of these activities and why they are requirements for the students as part of their course work. Mrs. Monaco and the staff are also looking into the NYS Seal of Civic Readiness for the students as much of the requirements for this seal upon graduation the students already do. The seal represents that the students make a positive difference in the public life of our communities through the combination of civic knowledge, skills and actions, mindsets, and experiences. She responded to questions, one of which from Mr. Atwater about capstone or research projects for Juniors and Seniors. She said that the students do not yet do this only as a service component but agreed it is a good learning experience.

Mrs. Monaco was excused from the meeting at 7:18 p.m.

Principal's Update – M. Carter

Mr. Carter updated the Board on year-end activities which included Regents exams, Moving Up Day, graduation preparation and more. He noted that Summer School will commence July 5th and the numbers attending are very good. Mr. Carson will be coordinating the program next year. The program will run for four hours per day Monday through Thursday and will include components of literacy, skills building, STEM, swimming and extracurricular activities. Grades 7-12 will work on credit recovery during this time.

The Safety Plan and Codes of Conduct are scheduled for review in July and approval in August. The Public Hearing will be July 5th. He noted that there are no major changes this year to the aforementioned documents. With regard to the dress code changes from last year, Mr. Carter reported there was no material impact other than providing Administration with more discretion to address apparel issues. He noted there were only a couple dress issues this year and the action and discussion went very well, and therefore no adjustments to dress code were needed.

Mr. Carter discussed the transition into his new role and working with Ms. Heiligenthaler, especially with regard to building out next year's fiscal payroll, working on federal monies, and getting to know Erie I BOCES with centralized accounting. He is also working on payroll changes to further document overtime for hourly employees as discussed and addressed in the Comptroller's report.

He noted that Ms. Heiligenthaler's training has been extremely helpful as he transitions over and Mrs. Love moves into his role.



Director of Instructional Services' Update – S. Kordish

Ms. Kordish noted that year-end has also been busy and discussed the 611/619 IDEA grant she has been working on, the Frontline annual updates, level zero, 1 and 2 updates, Erie 1BOCES training, and other year-end requirements for the Data Warehouse. Year-end performance evaluations for related service providers, which is not APPR have been scheduled. Discussions relative to the 12:1:1 class continues as does the planning. English as a Second Language testing has also been completed and scored and submitted to NYSED. She noted she attended the Prom at Godfrey Learning Center where a few of our Barker students attend special education programs, and she is looking forward to attending other year-end events for the students.

Coordinator of Curriculum & Prof. Learning/AP's Update - C. Cornwell

Mr. Cornwell discussed end of year assessments which begin Wednesday, June 14th for the High School. The elementary and middle school grades have been completed. Data from these assessments will be used to help guide instructional and curricular decisions and development. The review of the information will be performed over the summer and shared with the teachers in the fall.

He discussed summer professional development and learning opportunities for staff over the summer through Orleans-Niagara BOCES. Several staff have already begun to submit requests and signed up for these summer sessions.

He noted that planning for Opening Day for 2023-2024 with teachers with regard to developing the schedule. Administration is looking to combine its traditional methods of welcoming staff back, along with providing some professional development opportunities on that day. This day will culminate with a parent-student-teacher back to school evening program where students will have the opportunity to meet their teachers, tour the building, drop off supplies, organize lockers, etc.

Mr. Cornwell discussed other work which included the mentor program which has about a half dozen teachers have indicated a desire to be trained as mentors for new teachers this summer. Dates for the training are being finalized. Also, the Spanish teachers have spent the past year reviewing different options and resources that would best fit our students and school, including meeting with representatives from different groups. He noted that the teachers and he believe they have found what they are looking for, and at the July meeting, a formal request to approve new textbooks for our secondary Spanish classes will be made. He also discussed the Civic Readiness seal, reiterating that many of the required components are already in place and a worthwhile endeavor for the students and District. He noted that the first half of the new school year will be preparing to apply and get approval so students can start the following year. He noted that this is also done by some school starting in middle school, providing the example of Cleveland Hill Middle School.



Financial Update - C. Heiligenthaler

Ms. Heiligenthaler thanked the Board for hiring her and for the past ten years that she has worked for the District which she has enjoyed. She noted that her June 30th retirement date is near and is stressful as she wants to ensure a smooth transition even though she is available. She noted that Erie I and II are a great resource to also help with the transition. She stated that she is closing out the year, transferring over payroll for July 8, and working on the rollover with Mr. Carter for a successful transition and start to the new year. Mr. Atwater noted on behalf of the Board their appreciation for all the work she has done and dedication to the District through the years.

Superintendent's

Information Mr. Reimer discussed information he and other superintendents received from Dr. Godshall regarding the close of the Assembly as of June 11th and topics included how school discipline is being done and that the Senate advanced a version of the bill but the House had not; no action was taken with regard to APPR; legislators have approved a statewide holiday for Lunar New Year and Diwali for NYC schools effective with the 2023-2024 school year. This additional holiday will not impact the District this year but may the following. He noted the concerns and difficulties of this with regard to required school days and length of the year. The tax cap is also being looked at. The legislature approved the first ever statutory change to the tax cap (other than regulator changes) by approving legislation that would allow properties with PILOTs to be included in the tax base growth factor. Mr. Reimer noted that Piggybacking was not advanced. This would have restricted piggybacking for installation, maintenance and repairs which would impact requests for proposals. This he noted will not impact the District, but may the following year. He also commented that early mail voting ballots through applications to the board of elections may take place which could potentially expand the District's ballot receipt. He noted Budget Aid resolutions which would allow for districts and BOCES to receive allocations for very targeted items was not approved but expected to be when the Assembly returns. He remarked that the numbers are out there but less is being requested and amounts are being reduced.

Mr. Reimer provided an update on the capital work noting the solar fields are wired and field testing is being performed by National Grid on one breaker. He is hoping testing will be completed by month end so the array could begin producing power by July but it is dependent on National Grid. He continues to work through the Inflation Reduction Act process for the potential \$300,000 for the solar field. Mr. Reimer noted that the units for the air conditioning in the auditorium were projected to be in August and it has now shifted to October. The system is currently not working as a result of major leaks and is not operable currently for graduation but work continues to try to get it a temporary fix for the event. Other capital outlays continue to progress. He also noted the pool boilers are being worked on.



With regard to the capital improvement project, late last week another change for the position of the tennis field was suggested as the site survey work showed it would probably be better to not move the utilities near the school but instead shift the multipurpose athletic field. After review of the situation, it was discovered that it was more economical to move the fields and rebuild the tennis courts. This change was also reviewed with Mr. Pyskaty who coaches tennis and Mr. Mucha, Athletic Director. Mrs. Gow asked if the change to four courts from five would work for the tennis team and was informed for the short-term it would but long-term five courts will be needed. Mr. Reimer discussed how areas could be moved to enable the fifth to fit in that area. Mr. Reimer noted that this is not the ideal layout but would work, but safety of the layout is also being reviewed. He said he will send this change to the Board and Facilities Committee for review and comment. Phase II planning continues.

Mr. Reimer noted that with regard to free school lunches, the District should meet the requirement of the 40% threshold if the threshold changes. Elementary currently receives free meals, high school does not. The schools would be combined if need be to meet the threshold to provide free meals to all the students.

Mr. Reimer noted that the school's Safety Plans, Codes of Conduct Public Hearing is set for July 5th and this year, the foundation aid and ARP - the federal stimulus plan presentations will piggyback with them. With regard to the stimulus plan, Mr. Reimer noted that the District has been following the plan and no changes are needed for the upcoming year, but some adjustments to the plan may be necessary next year.

Mr. Reimer asked the Board their views on the Senior Citizen breakfast which has not been held for a few years. After discussion, it was agreed that it is worthwhile to start doing again to keep connected with the community. They talked about how to communicate out and ideas were asked to be forward to Mr. Reimer.

**Policies/
Plans**

Mr. Reimer noted that there was no first readings being presented this month as the Board is on track with the review schedule and will commence policy review again in September.

The second review of policies 7210, 7211, 7220, 7222, 7230, 7240, and 7241.

7210	Student Evaluation
7211	Provision of Interpreter Services to Parents Who Are Hearing Impaired
7212	Response to Intervention (RTI) Process
7220	Graduation Requirements/Early Graduation/Accelerated Programs
7222	Diploma and/or Credential Options for Students with Disabilities
7230	Dual Credit for College Courses



7240	Student Records: Access and Challenge
7241	Student Directory Information

There were no changes to the policies as presented. Motion by Mrs. Gow, seconded Mrs. Harris to approve the above referenced policies as presented.
Yes: 5, No: 0
Motion Carried.

Education Motion by Mrs. Gow, seconded Mr. Sweeney to approve the AHERA six-month periodic Surveillance and Inspection Report as of June 5, 2023.
Yes: 5, No: 0
Motion Carried.

Motion by Mrs. Gow, seconded Mr. Sweeney to approve the Conservation Club's 4-day camping trip around the areas of Moosehead Lake, Maine during summer break, August 2023, dates to be finalized upon itinerary confirmations.
Yes: 5, No: 0
Motion Carried.

Motion by Mrs. Gow, seconded Mr. Sweeney to approve the AFS Club exchange with Public Technical High School in Lignano Sabbiadoro, Italy during the spring break, March 29 - April 7, 2024, with dates to be finalized upon itinerary confirmations and with Barker AFS hosting 20-24 students February 4-10, 2024.
Yes: 4, No: 0, Mrs. Harris abstained.
Motion Carried.

Mr. Reimer then brought forward the continuation of the discussions about the District's use of the Raider as a resolution to eliminate its usage and imagery is being presented to the Board this evening. He noted that this has been discussed in various capacities for a while including looking for a mascot to align with the Raider name. In the fall it was thought only imaging and the mascot needed to change, not the name. However, this spring, in April, more was being heard relative to the connection to indigenous names for both names and images. At that time, the District was hopeful it would still only need a new mascot. This thought process and work continued through May until new regulations came out. Part 123 of the regulations from the Commissioner of Education relating to prohibiting the use of Indigenous names, mascots, and logos by public schools was voted on by the NYS Board of Regents which unanimously approved the adoption on April 18, 2023. The regulation was effective May 3, 2023. Mr. Reimer noted that regulations can at times be ambiguous and interpreted in more than one way but this one was the clearest he has ever read. Mr. Reimer read out loud part of the regulations regarding past imagery, and that past history associated with Indigenous images must be removed as well as other information from it and the Q&A section. Some of the information he provided included but was not limited to the following:



- 1.) Specifically, team names, mascots, and logos derived from, or that have connections to, Indigenous peoples, in the past or at present, which are being used without the express consent of such peoples are contrary to the requirements of the regulation and New York State's Dignity for All Students Act and must change.
- 2.) Legacy or memorial items, such as plaques on trophies, are historical artifacts that do not need to be removed or changed. However, NYSED encourages districts to contextualize these artifacts and, if possible, locate them to areas conducive to conversations that permit contextualization regarding the impact such team names, mascots, or logos have on Indigenous peoples as well as the history and cultures of such peoples and nations.
- 3.) How far does a school district's obligation extend in prohibiting its employees "from utilizing or promoting any Indigenous name, logo, or mascot?"

Answer: The regulation prohibits school district employees from displaying paraphernalia or clothing associated with their own school district's retired Indigenous team name, logo, or mascot. This would encompass retired Indigenous team names, logos, or mascots in school districts throughout New York State. While other Indigenous team names, logos, or mascots (such as professional sports teams) may also be inconsistent with the Dignity for All Students Act, their use is outside the scope of this regulatory provision.

- 4.) What funding is available for my district to address capital construction costs relating to compliance with this regulation?

Answer: Districts should remove prohibited team names, mascots, and logos as quickly as possible but by the end of the 2024-2025 academic year. Districts should employ the most economical approach to addressing these requirements, in both time and capital. For example, rather than replacing an entire artificial turf field, the center section of the field containing the prohibited team, logo, or imagery could be replaced. Small sections of terrazzo tiles can be removed and replaced rather than entire floors, and images can be painted over rather than replacing walls.

- 5.) If a school district does not comply with this regulation the Department may take several actions as prescribed under the education law including, but not limited to, the removal of school officers, or as a last resort, withholding of State Aid, pursuant to Education Law § 306.

Mr. Reimer commented that this was a very strong document from the state, the strongest he has seen in 15 years as an administrator. He noted that the past mascot had no intent to denigrate Indigenous people but given its existence in the past, the school must now rebrand. As such, his recommendation was for the Board to approve the resolution presented for their consideration. He noted that it is a difficult decision as the Raider name is part of the school's culture and history but he has yet to be able to find a way to maintain the name due to the connection with the past. He commented that this change is something he does not want to do.

He responded to questions. He told Mr. Sweeney that past memorabilia and awards can stay but moving forward can't be promoted. Mrs. Gancasz stated she understood the need for change but disappointed and noted that the definition of Raider is not connected with an Indigenous aspect. Mr. Reimer noted that many others felt the



same. Mr. Sweeney commented that the Alumni Association should be involved with this as Raider pride is strong. Mrs. Gancasz commented that the students will latch on to the new name and mascot, and it was important for the Alumni and community to back it.

Motion by Mrs. Harris, seconded by Mrs. Gow to approve the adoption of the resolution as it relates to Part 123 of the Regulations of the Commissioner of Education relating to prohibiting the use of Indigenous Names, Mascots, and Logos by Public Schools.

Whereas, the Board of Education desires that the District's use of the name "Raiders" and Indigenous imagery be seen for its historical context and intent, which was to honor Indigenous persons of the region and to give form and substance to the competitive nature, institutional pride, and indomitable spirit that characterizes the student body, both present and past.

Be it resolved, pursuant to the requirements of 8 NYCRR Part 123, the Board hereby commits to eliminating use of the name "Raiders" and Indigenous imagery (other than for purposes of classroom instruction) as soon as practical, but no later than August 30, 2023; and

Be it further resolved, that the District will continue the process to explore and pursue a new name and associated imagery to be hereafter adopted by the Board of Education and implemented in the District as soon as practical, but no later than December 30, 2023; and

Be it further resolved, until the new name is adopted or by August 30, 2023, whichever comes first, the name "Raiders" will continue to be respectfully used to represent the District; and

Be it further resolved, the District will not introduce new Indigenous imagery in connection with its programs or activities.

Yes: 5, No: 0
Motion Carried.

Mr. Reimer then discussed next steps in the change of the Raider name, selection of a mascot, ideas for the process, and the Boards view's on accomplishing this with the goal to be having the rebranding set for the beginning of the year. He also reviewed the timeline per the guidance.

What has been done to date was to ask the students for suggested names of which over 120 were received. Of that list, the top highest suggested name resulted in 8 or 9 names. These names were then put into a survey for staff and students to vote on. With 446 votes received, the top names put forth were Bandits, Bulldogs, and Bucks. The Board discussed how to build support, and how to now



move forward. One thought was to have the students vote and determine the name going forward. Another method would be to ask the community for suggestions, take the top three and put with the student list and put out to the students and/or community again. Mr. Reimer commented something completely different could also be done. The Board agreed that the way determined must accomplish the goal that it has support behind it. Mr. Atwater noted that he did not like the connotation of Bandits. Mrs. Gow commented that she was in favor of leaving it up to the kids, to put their stamp on it to be proud of. She is a third generation alumni and felt there is less reverence by the students and this would be fun for them. Mrs. Gancasz understood but noted that the process is occurring very fast. Mr. Reimer noted that if the Board would like to wait until July as Board members had conflicts tonight, that is fine as everyone's opinion is important. He thought that should still be time to implement for the beginning of the year. He noted that tonight's discussion is only relative to the name change, not the mascot. The school colors are not part of the change. Mrs. Harris asked how to get the community input, and she liked the idea to get support for the change that way. Communication for the process was discussed which included the possibility of surveys, cards to the community, use of website, etc. Mrs. Gow thought ideas should be emailed to Mr. Reimer for discussion in July. Mr. Sweeney felt it was important also for the community and alumni to be involved. Mr. Atwater commented on the need for an identity by August 30 and that further discussion at the July meeting. Mr. Reimer noted that if a decision takes longer to finalize and is not implemented for the start of the year due to time constraints, it would just mean the school year would not have a new name until finalized.

**Personnel
Items**

Motion by Mrs. Gow, seconded by Mrs. Gancasz, to approve the revised appointment of Micaela Love as a probationary School Principal with an effective start date of June 1, 2023, and as per the agreement between the Barker Central School District and the School Principal. Four-year probationary period effective June 1, 2023 through May 31, 2027, tenure area of School Principal. The expiration date is tentative and conditional only. In order to be eligible for and considered for tenure, the employee must meet all requirements of the Educational Law and corresponding regulations. Annual salary rate of \$106,000 as per the School Principal Agreement.

Yes: 5, No: 0

Motion Carried.

Motion by Mrs. Gow, seconded by Mrs. Gancasz, to approve the appointment of the following individuals as Summer School Teachers and Substitute Teachers for the program running through Wednesday, July 5, 2023 to Thursday, August 3, 2023. The teachers' salary will be the higher of \$32.00 per hour or their hourly rate based off their 2023-2024 contractual agreement, and Teacher Aides' salary will be paid based off their 2023-2024 hourly rate.

Yes: 5, No: 0

Motion Carried.



Motion by Mrs. Gow, seconded by Mrs. Gancasz, to approve the appointment of Carol Heiligenthaler as Business Administrator Consultant effective July 3, 2023, at a rate of \$25.00 per hour.

Yes: 5, No: 0

Motion Carried.

Motion by Mrs. Gow, seconded by Mrs. Gancasz, to approve the appointments of the mentors as attached with a stipend of \$750.00 for the 2023-2024 school year.

Yes: 5, No: 0

Motion Carried.

Motion by Mrs. Gow, seconded by Mrs. Gancasz, to approve the resignation of Martha (Kathy) Rogers, Food Service Helper, for the purpose of retirement with commendation and regret, effective June 21, 2023.

Yes: 5, No: 0

Motion Carried.

Motion by Mrs. Gow, seconded by Mrs. Gancasz, to approve the MOA pertaining to the contract between the Barker Central School District and the Barker Support Staff effective July 1, 2022 - June 30, 2024.

Yes: 5, No: 0

Motion Carried.

Motion by Mrs. Gow, seconded by Mrs. Gancasz, to approve the agreement between the Barker Central School District and Sarah McKee, School Nurse, from July 1, 2023 - June 30, 2025.

Yes: 5, No: 0

Motion Carried.

Motion by Mrs. Gow, seconded by Mrs. Gancasz, to approve the agreement between the Barker Central School District and Shelby Watry, School Nurse, from July 1, 2023 - June 30, 2025.

Yes: 5, No: 0

Motion Carried.

Motion by Mrs. Gow, seconded by Mrs. Gancasz, to approve the agreement between the Barker Central School District and the Occupational Therapy Assistant from July 1, 2023 - June 30, 2026.

Yes: 5, No: 0

Motion Carried.

Motion by Mrs. Gow, seconded by Mrs. Gancasz, to approve the agreement between the Barker Central School District and Secretary to the Superintendent from July 1, 2023 - June 30, 2025.

Yes: 5, No: 0

Motion Carried.



Motion by Mrs. Gow, seconded by Mrs. Gancasz, to approve the agreement Barker Central School District and the School Lunch Manager from July 1, 2023 - June 30, 2025.

Yes: 5, No: 0

Motion Carried.

Motion by Mrs. Gow, seconded by Mrs. Gancasz, to approve the following resolution: Resolved, that the Board of Education approves the written agreement between the Superintendent of Schools and an employee of the District, executed on April 22, 2022.

Yes: 5, No: 0

Motion Carried.

Resolved, that the Board of Education approves the written agreement between the Superintendent of Schools and an employee of the District, executed on April 22, 2022.

Motion by Mrs. Gow, seconded by Mrs. Gancasz, to approve the following individual as parent/community volunteer: Stephanie Williams.

Yes: 5, No: 0

Motion Carried.

Business & Financial

Items

Motion by Mr. Sweeney, seconded by Mrs. Gow, to accept the Warrant Report dated June 12, 2023.

Yes: 5, No: 0

Motion Carried.

Motion by Mr. Sweeney, seconded by Mrs. Gow, to accept the Treasurer's Report dated May 31, 2023.

Yes: 5, No: 0

Motion Carried.

Motion by Mr. Sweeney, seconded by Mrs. Gow, to accept the Extraclassroom Report dated May 2023.

Yes: 5, No: 0

Motion Carried.

Motion by Mr. Sweeney, seconded by Mrs. Gow, to approve the budget transfers for the 2023-2024 school year as outlined in the attached.

Yes: 5, No: 0

Motion Carried.



Motion by Mr. Sweeney, seconded by Mrs. Gow, to approve the Shared Employee Contract between the Barker Central School District and the Royalton-Hartland Central School District for Julie Fuerch as the School Lunch Manager effective July 1, 2023 to June 30, 2024.

Yes: 5, No: 0

Motion Carried.

Motion by Mr. Sweeney, seconded by Mrs. Gow, to approve the results from the 2023-2024 School Budget & Election Vote.

Yes: 5, No: 0

Motion Carried.

Motion by Mr. Sweeney, seconded by Mrs. Gow, to accept the donation from James Giarla of field hockey equipment with an approximate value of \$50.00 for use of the benefit of the students for physical education and sports activities.

Yes: 5, No: 0

Motion Carried.

End of Public

Session

Motion by Mrs. Gow, seconded by Mrs. Gancasz, to adjourn public session at 8:30 p.m., and move into Executive Session for the purpose of collective negotiations pursuant to Article fourteen of the Civil Service Law with the Barker Teachers' Union and the Superintendent's evaluation.

Yes: 5, No: 0

Motion carried.

Executive

Session

Motion by Mr. Sweeney, seconded by Mrs. Harris, to approve the adjournment of the Executive Session at 9:15 p.m., and return to Public Session.

Yes: 5, No: 0

Motion carried.

Public Session/

Adjournment

Motion by Mr. Sweeney, seconded by Mrs. Harris, to approve the end of the Public Session and adjournment of the meeting at 9:15 p.m.

Yes: 5, No: 0

Motion carried.

Prepared by,

Mary H. Eadie
District Clerk