



BARKER CENTRAL SCHOOL DISTRICT
Board of Education Meeting Minutes
Board Room
Monday, February 10, 2020

PRESENT R. Atwater, M. Clemens-Harris, H. Ecker, C. Gancasz, L. Mead, J. Sweeney, V. Voss

EXCUSED None

ALSO

PRESENT J. Reimer, M. Carter, M. Eadie, C. Heiligenthaler
Public: 11

CALL TO ORDER

President Atwater welcomed everyone and called the meeting to order at 7:00 p.m. The Pledge to the Flag was given.

APPROVE AGENDA

Mr. Reimer noted that Item 9 – Personnel, Letter H, 2019 – 2020 Interscholastic Athletics appointments was amended. There being no additional changes to the agenda, a motion to approve the agenda as amended was made by Mrs. Clemens-Harris, seconded by Mr. Sweeney.
Yes: 7, No: 0
Motion carried.

ACCEPT MINUTES

Motion by Mr. Sweeney, seconded by Mrs. Clemens-Harris, to accept the minutes from the Regular Board Meeting dated January 13, 2020 as presented.
Yes: 7, No: 0
Motion carried.

PUBLIC FORUM

None.

PRESENTATIONS

Mr. Reimer noted there would not be a Curriculum update by Dr. Kramer as she was unable to attend a result of an unexpected matter. Mr. Carter would provide information on her behalf.

Principal's Update

Mr. Carter stated that work has already begun on the K-12 scheduling for next year, with a deep dive being performed with regard to Elementary literacy and math



instruction. He noted that this work has commenced much earlier than in years past. He also noted that the Raider Room for the high school has been opened and available for grades 9 – 12 during 5 and 6 period. The standards to be able to enjoy this privilege by the students is high in that they must maintain an 85+ average in every course, good attendance and no behavior referrals in order to be eligible. This program is similar to the SPARK reward program available to grades 7 and 8. He then reviewed some new events that have taken place most recently including a book tasting organized by Mmes. Dudek and Morrow where the library was decorated like a restaurant and students would “taste” books with their eyes in a rotation format in order to decide what books interested them and they would want to borrow from the library. It gave the teachers an interest inventory based on the students’ feedback of subject interest in order to provide books they would like. He commented there is a lot of great work being done in the elementary area with regard to Pre-K – 6 standards-based grading, State standards for ELA, math, etc. He stated that this work is an entirely different way of grading and assessing students, and reviewed the anticipated timeline of informing parents with a letter at year-end 2020, as well as reviewing the new report card at the Fall parent-teacher conferences.

Financial Update

Ms. Heiligenthaler reported that she would be combining the financial update with the preliminary 2020-2021 budget projection review.

Ms. Heiligenthaler stated that projected 2019–2020 expenses increased approximately \$10,000 from the January meeting to \$16,756,033 which would leave a projected balance of approximately \$521,000 that would not need to be taken out of the fund balance to balance the budget. There were no questions raised with regard to the projected budget.

Ms. Heiligenthaler then reviewed the line by line budget. General Support includes the areas of the Board of Education, Central Administration, as well as Buildings and Grounds. With regard to changes from the proposed 2020-2021 budget to the adopted 2019-2020 budget, the Board of Education expense decreased 5.11%. She noted that the increase in BOCES Policy Services related to GASB75 and is the result of the monies transferring into that line from Contractual. Central Administration decreased by 8.30% due to the reduction in contractual costs associated with Dr. Klatt’s retirement. Business Administration increased slightly by 2.40%. Legal decreased 8.63% based on the analysis of historical trend usage. Personnel relating to Contractual Third Party and BOCES has increased 13.18% but will be adjusted once BOCES figures are received. Operation of Plant increased 4.26%, primarily the result of a \$20,000 increase from \$235,000 for Salaries due to the addition of a full-time cleaner and a stipend for a head cleaner due to the loss of the Director of Facilities. The budget projection still includes the salary for the Director of Facilities position until determination is made whether to replace the position or utilize the funds on preventative maintenance needed. Maintenance of Plant decreased approximately \$20,000 or 8.51% due to the salary reduction of a position, and the equipment line decreased from the \$60,000 the prior year which included the purchase of the lawn mower. Ms. Heiligenthaler noted that the \$45,000 represents dollars allocated to replace the 2000 Chevy K2500 used to plow



and sand. BOCES Data Processing is down 1.05% as there are no significant changes in the District-wide computer programs such as PowerSchool, Frontline, Finance Management, etc. which are also aidable. The other areas within General Support remained flat. Overall, the General Support proposed for 2020-2021 is \$2,045,188, representing a 0.10% increase overall compared to last month's projection of the same at 1.27%.

The proposed Transportation budget reflects an increase of 4.12% from the prior year's adopted budget. Transportation District Fuel has been reduced based on usage from \$12,100 to \$1,000. Transportation Contract Pupils increased approximately \$68,000 or 5.6% due to the receipt of transportation requests from parents to transport their children to private schools. This is an increase from the rollover budget presented in January. Overall, Total Transportation increased approximately \$57,000 or 4.12%.

Community Services remained flat even though minimum wage increased due to changes that were made last year with the programs.

Undistributed budget reflects a 6.45% increase in Employee Benefits due primarily to: (1) NYS Teachers' Retirement System Funding projected to be 9.5 – 10% with 9.3% estimated compared to last year's actual of 8.86%; (2) overall increases in Social Security and Workers Comp; and (3) a 5% projected increase in Health Insurance for premiums. Debt Service reflects a 54.64% decrease due to a bond being paid off. The Capital Outlay line for \$100,000 reflects anticipated improvements to the fitness/training room. Overall, with the changes made the budget reflects a 0.1% decrease for a 2020-2021 projected budget of \$17,254,316.

The Board inquired about the Director of Facilities salary line. Mr. Reimer said the dollars are currently allocated to the salary line, but guidance from the Board is required as to whether we continue down the current path without a Director and build in contractual services expenses vs. adding a person as the Director of Facilities and the related ongoing legacy payroll costs associated with a hire. Mr. Reimer felt personally that the District would get more out of utilizing contractual services. He commented that the District is working through not having the position filled this year and any time you have a change such as this, it takes time. He thought the District can do it with a little more time, and it will work without a Director. Mrs. Voss inquired if the work needed would be bidded out. Mr. Reimer stated it could be depending on what it is and the District would need to follow the purchasing process. Mr. Atwater asked that if the budget was adopted in April, could a budget transfer be done afterwards if needed and was informed that would be able to be done. Mr. Reimer noted that within Operation of Plant, there is not a lot that can be done with the salaries and utilities. Mr. Atwater asked for Mr. Reimer to allocate the dollars to a different line in order to consider the allocation at the next meeting.

SUPERINTENDENT'S REPORT

Mr. Reimer reviewed two draft calendars for the Board's consideration. The first was of proposed Board of Education meeting dates for the 2020-2021 school year. He noted that August has two meetings proposed so that if the District needs to



appoint new hires, prior to the beginning of the school year, it would be able to at month-end August, but noted the meeting could be cancelled if not needed. April has two meeting dates to reflect the Board's regular meeting, as well as the BOCES annual meeting which will be towards the later part of the month. Mr. Reimer then reviewed the school calendar which also includes the Board's proposed meeting dates, different than done in the past. He noted that the draft currently has 187 teacher work days. There are 181 student days, with one more day for students to be determined, that is pending feedback from staff. He reviewed the staff meeting dates and the overall calendar, and asked the Board to provide feedback in order to present a calendar for approval at the March meeting.

Mr. Reimer then provided an advocacy update, commenting that the two proposed advocacy community dates did not occur as additional work was needed on some of the pieces of the advocacy program. Mr. Reimer noted that he will be working on the advocacy for the District when he is at the conference in March in Albany. He will provide an update as more is set on this matter.

Mr. Reimer discussed capital improvement and the input of the forum, Board retreat, and others and pulled together different concepts for the Board's consideration to determine what it wants to do, and whether to move forward or not on a capital improvement project. He said he needs the Board's guidance on where it would like to go. He reviewed projects that groups were in favor of which included parking lots, the playground area, replace and repair of heating and lighting that have a positive energy impact, sports field improvements with regard to refurbishing, drainage, resurfacing fields, room renovations, as well as split views on a new library/media center space. Mr. Reimer asked the Board what they wanted to look at if they would like a possible referendum in May. He noted that if the Board were to determine to move forward with a project, it would need to decide at the March meeting. Mr. Reimer commented the architects are ready to put a proposed project together if the Board determines to do anything at all. Mr. Sweeney inquired as to the range of a project, if in the \$3.5 - \$4 million what would be covered. Mr. Reimer noted that the HVAC and lighting alone is approximately \$1 million. The lighting would be LED high energy lights and would therefore decrease energy consumption. The District could also see an approximate 60-80% reduction in energy costs from the solar project. He inquired if the library renovation would be of existing spaces, and would it be \$1.5 million to renovate the existing spaces alone, or if one could also include the HVAC and electric in that space which was discussed. Mr. Atwater commented that a better term for the one renovation would be of a media center vs. a library due to the nature of the concept. Mr. Reimer asked the Board to consider if they would want to keep all the projects together or breakout into separate referendums. To combine together would be a \$5.5 - \$6 million dollar project which would be approximately 85% aidable. Mr. Atwater asked the Board members their views on combining or separating the concepts discussed. Mr. Mead commented he thought it would be better to break into two proposals given the amount of back and forth views on the concepts. He thought the HVAC and lights were a "no brainer" with 85% being aidable of the \$3.5 million. He was in favor of not putting together a referendum as one project and risk not having anything done. Mrs. Voss inquired if staff had viewed other schools media centers yet which would help her make a determination whether to



separate the projects or not. Mr. Reimer stated that it had not been done yet as scheduling it is still being worked on. As the first concepts presented were in the \$10-12 million range, she felt \$5-6 million was okay, would prefer in the \$5 million range but she was not sure at this time whether best to present as one referendum or separate. She noted that there needs to be transparency regarding this with the community. Mrs. Clemens-Harris stated she was of the mind to package it together and the need to change in order for the students to meet the needs and be prepared for higher education. Students currently are not prepared and at the level they need to be. She felt the District needed the media center to raise the students level to at least meet the skills and abilities of students from other areas, and her recent exposure to other learning facilities has made her aware of the opportunities provided by these media centers whether for one on one, group, or internet collaborative sessions, and that this concept is more about internet and media usage than actual books.

Mrs. Gancasz stated she was not sure at this time whether to group together or separate. She was concerned about needing it to be put out there but it being a lost opportunity if together. Like Mrs. Clemens-Harris, she agreed and noted that the media center is not just about moving books.

Mrs. Ecker stated that there is a need to get the teachers behind the project as well as the students with regard to the opportunities provided by the media center for the students. She did not see the referendum passing if the media center is separate as emotions get into it on this matter. She stated that if staff and students can see what it potentially can be and get behind it to support it, then it may go through.

Mr. Sweeney noted his concern if all the concepts are packaged together and the vote goes down, then the District gets nothing done. He therefore felt best to keep them separate.

Mr. Atwater noted that based on feedback from all the Board members, the Board all were in agreement of the need of the media center. He inquired as to the range of the project. Mr. Reimer noted that with all being done, including fees, a project would be approximately \$5 million for construction plus 20% for incidental costs and therefore, approximately \$6 million. Mr. Atwater asked if there were any economics if the projects are done together vs. separate. Mr. Reimer noted there were not much. Based on an inquiry, Mr. Atwater was informed that if done separately, if both referendums passed, the District could bid it as one project if it chose to. Mr. Atwater inquired as to when the last capital project that was done at the District aside from the roofs, and was informed it was 2005. He then commented that he felt this project would not carry the District for the next 15 years, and likely would need to come back again to the community with a project at a later date. He asked Mr. Reimer to have the architects work on a price range for the scope of the project. Mr. Reimer commented that the scope of the project would be done once a project is approved and at that time, people would be pulled in to provide input and work on final concepts and specifics. He stated that the exterior is simpler to focus on, whereas when determining the interior project specifics, the Board will need to look at and determine if the project will focus on what needs it the most in one area, or if the funds would be spread out to cover



multiple area needs on a smaller scale. For the March meeting, the Board asked that the media center visits be done. Mr. Reimer noted that a presentation will be made in order to understand and discuss the benefits of a media center and what the District needs are. Mr. Reimer reviewed the timeline to take a referendum to vote, and it needs to be 45 days in advance of the vote. Therefore, at the March meeting, the Board must determine if a project is to be done, the scale of the project, dollar amount and if to be put forth to the voters as one project or separate projects. More details as to what would be addressed in a \$6 million project were requested. Mrs. Voss asked if the \$1.5 - \$1.8 million includes technology in the project. Mr. Reimer noted it would depend on the projects. She was also informed that in addition to the technology, the media center would also include books for research and reference. A senior student also commented that if a media center were to be approved, that it would need to define the rules and expectations of the students.

POLICIES Upon motion by Mr. Sweeney, seconded by Mrs. Gancasz, to approve the following policies:

Policy #	Policy Name
7430	Contests for Students, Student Awards and Scholarships
7440	Public Performances by Students
7450	Fund Raising by Students
7460	Constitutionally Protected Prayer in the Public Schools
7510	School Health Services
7511	Immunization of Students
7512	Student Physicals
7513	Administration of Medication
7514	Student Health Records

Yes: 7

No: 0

Motion carried.

Mr. Atwater presented the first reading of the following policies for review and comment:

7520	Accidents and Medical Emergencies
7521	Students with Life-Threatening Health Conditions
7522	Concussion Management
7530	Child Abuse and Neglect/Maltreatment
7550	Dignity for All Students Act
7551	Sexual Harassment of Students
7552	Bullying in the Schools
7553	Hazing of Students
7560	Notification of Sex Offenders

Mr. Atwater asked if there were any additional comments or questions on the policies. Mrs. Gancasz inquired as to how many more policies are scheduled for this round of review. Mr. Reimer noted that the Board is on a three-year cycle and is a little more than at the halfway point. He noted that the first cycle review takes longer. It was agreed it is a lot of work, but important work.



EDUCATION Motion by Mrs. Clemens-Harris, seconded by Mr. Sweeney, to approve the following books be declared excess property and that the Superintendent, or his designee, be authorized to dispose of library books from Pratt Elementary Library (the list represents one book each unless noted otherwise):

Title/Author/Publisher/Copyright Year

1. Oh, Boy Babies – Alison Herzig – Little Brown Pub. – 1980
2. The Human Body – Paul Lewis – Bantam – 1971
3. 38 Weeks Till Summer Vacation – Mona Korby – Puffin – 1989
4. The Human Body – Kate Barnes – Horus – 1995
5. Step Families – Bruce Glassman – Rosen – 1989
6. Willy’s Pictures – Anthony Browne – Candelwick – 2000
7. The Body Atlas – Steve Parker – Dorling Kindersley – 1993
8. The Now Baby – Fred Rogers – G.P. Putman – 1985
9. 4000 Things You Should Know – John Farnham – Miles Kelly Pub. – 1992
10. A B C’s of the Human Body – Alma Guinness – Reader’s Digest Pub. – 1987
11. Science Encyclopedia – Charles Taylor – Kingfisher – 1999
12. Baby – Nicole Taylor – Creative Education – 1994
13. Michelangelo – Diane Stanley – Harper Collins – 1999
14. Webster’s Elementary Dictionary (57 copies) – Merriam Webster – 1980
15. The New Book OF Knowledge – 21 volumes –Grolier’s Inc. – 1988

Yes: 7

No: 0

Motion carried.

Motion by Mrs. Clemens-Harris, seconded by Mr. Sweeney, to approve the Intermunicipal Cooperation Agreement for the Sharing of Opportunities and Resources of Interscholastic Football Between Barker Central School District, Royalton-Hartland Central School District and Lyndonville Central School District for the 2020 - 2021 school football season.

Yes: 7

No: 0

Motion carried.

PERSONNEL

ITEMS Motion by Mr. Mead, seconded by Mrs. Gancasz, to approve the following Parent/Community Volunteer: Joseph Baronich, Pam Garringer, Janelle M. McAdoo.

Yes: 7

No: 0

Motion carried.

Motion by Mr. Mead, seconded by Mrs. Gancasz, to approve Mark Brown as a Substitute Teacher at a per diem rate, as well as a Substitute Teaching Assistant and Substitute Teacher Aide both at a rate of \$11.80/hour for Grades 6 - 12 effective February 11, 2020 subject to background check and fingerprint clearance.

Yes: 7

No: 0

Motion carried.

Motion by Mr. Mead, seconded by Mrs. Gancasz, to approve Marcus Debellaistre as a Substitute Teacher at a per diem rate, as well as a Substitute Teaching Assistant



at a rate of \$11.80/hour for Grades 7 - 12 effective February 11, 2020 subject to background check and fingerprint clearance.

Yes: 7

No: 0

Motion carried.

Motion by Mr. Mead, seconded by Mrs. Gancasz, to approve Delaney Draper as a Substitute Teacher at a per diem rate, as well as a Substitute Teaching Assistant at a rate of \$11.80/hour for Grades Pre-K - 12 effective February 11, 2020 subject to background check and fingerprint clearance.

Yes: 7

No: 0

Motion carried.

Motion by Mr. Mead, seconded by Mrs. Gancasz, to approve Grayce Weller as a Substitute Teacher at a per diem rate, as well as a Substitute Teaching Assistant and Substitute Teacher Aide both at a rate of \$11.80/hour for Grades Pre-K - 12 effective February 11, 2020 subject to background check and fingerprint clearance.

Yes: 7

No: 0

Motion carried.

Motion by Mr. Mead, seconded by Mrs. Gancasz, to approve the appointment of Mary Dudek as a Substitute Cleaner at a rate of \$11.80/hour effective February 11, 2020.

Yes: 7

No: 0

Motion carried.

Motion by Mr. Mead, seconded by Mrs. Gancasz, to approve the appointment of Sue McGee as a Substitute Cleaner at a rate of \$11.80/hour effective February 11, 2020.

Yes: 7

No: 0

Motion carried.

Motion by Mr. Mead, seconded by Mrs. Gancasz, to approve the Interscholastic Athletic appointments for the 2019 - 2020 school year for Spring sports as amended at the beginning of the Board meeting:

Spring Sport	Coach	Step	Salary
Varsity Baseball	Rob Mucha	Step 4	\$5,326
Varsity Softball	Aileen Hinton	Step 3	\$5,176
JV Baseball	Tim Herman	Step 1	\$4,031
JV Softball	Ryan Carberry	Step 3	\$4,110
Tennis	Jeff Pyskaty	Step 4	\$4,655
Varsity Track & Field Head Coach	Sharon Lamb	Step 3	\$5,176
Varsity Track & Field Assistant	Karen Menz	Step 2	\$3,840
Varsity Track & Field Assistant	Heather McIntyre	Step 2	\$3,840
Modified Track & Field	Paul DerSarkissian	Step 4	\$2,382
Track Assistant	Bill Wilson	Unpaid	
Track Assistant	Jacob Haight	Unpaid	
Track Assistant	John Dewart	Unpaid	
Softball Assistant	Bill Moeller	Unpaid	



Yes: 7

No: 0

Motion carried.

Motion by Mr. Mead, seconded by Mrs. Gancasz, to approve the completion of the Leave of Absence from September 4, 2019 - January 23, 2020 for Ashley Atwater, Teaching Assistant.

Yes: 7

No: 0

Motion carried.

Motion by Mr. Mead, seconded by Mrs. Gancasz, to approve the end the Long-Term Substitute Teacher appointment for Ashley Atwater effective January 23, 2020.

Yes: 7

No: 0

Motion carried.

Motion by Mr. Mead, seconded by Mrs. Gancasz, to approve the acceptance of the resignation for the purpose of retirement of Ronda Baronich, Science Education Teacher, with commendation and regret, effective June 30, 2020.

Yes: 7

No: 0

Motion carried.

Motion by Mr. Mead, seconded by Mrs. Gancasz, to approve the acceptance of the resignation for the purpose of retirement of Marianne (Missy) Provencher, Special Education Teacher, with commendation and regret, effective June 30, 2020.

Yes: 7

No: 0

Motion carried.

Mr. Atwater stated that both individuals retiring are long-term teachers of Barker and we appreciate their services.

BUSINESS AND FINANCIAL ITEMS

Motion by Mrs. Clemens-Harris, seconded by Mr. Sweeney, to accept the Treasurer's Report dated January 2020.

Yes: 7

No: 0

Motion carried.

Motion by Mrs. Clemens-Harris, seconded by Mr. Sweeney, to accept the Board Warrant Report dated February 10, 2020.

Yes: 7

No: 0

Motion carried.

Motion by Mrs. Clemens-Harris, seconded by Mr. Sweeney, to accept the Extraclassroom Report dated January 31, 2020.

Yes: 7

No: 0

Motion carried.

Motion by Mrs. Clemens-Harris, seconded by Mr. Sweeney, to approve the resolution to nominate Carol Feltz for a vacancy on the Board of Education of the



Orleans/Niagara Board of cooperative Educational Services for a three-year term effective July 1, 2020.

Yes: 7

No: 0

Motion carried.

The Board discussed the date and time of the BOCES Board Meeting. Motion by Mrs. Clemens-Harris, seconded by Mr. Sweeney, to approve the Special Meeting of the Board of Education on Wednesday, April 22, 2020 at 7:30 a.m. for the purpose of voting on the Orleans/Niagara BOCES administrative budget and the election of members to the BOCES Board of Education.

Yes: 7

No: 0

Motion carried.

Motion by Mrs. Clemens-Harris, seconded by Mr. Sweeney, to approve that the Superintendent of Schools has the authority to make the determination to dispose of surplus property, L-shaped laminate and metal teacher desk, that will result in the best financial gain to the Barker School District.

Yes: 7

No: 0

Motion carried.

END OF PUBLIC

SESSION Motion by Mrs. Clemens-Harris, seconded by Mrs. Gancasz, to end the Public Session and enter into Executive Session at 7:55 p.m. for the purpose of discussing to discuss matters of particular personnel and negotiations.

Yes: 7, No: 0

Motion carried.

EXECUTIVE

SESSION Motion by Mr. Sweeney, seconded by Mrs. Clemens-Harris, to approve the adjournment of the Executive Session at 8:50 p.m., and return to Public Session.

Yes: 7, No: 0

Motion carried.

PUBLIC SESSION/

ADJOURNMENT

Motion by Mr. Mead, seconded by Mrs. Gancasz, that the Board approve the end of the Public Session and adjournment of the meeting at 8:58 p.m.

Yes: 7, No: 0

Motion carried.

Respectfully submitted,

Mary H. Eadie
District Clerk