



**Minutes of the Barker Central School District
Board of Education Meeting
Monday, November 10, 2025, 7:00 p.m.
Board Room**

Present	R. Atwater, D. Carnes, C. Gancasz, E. Gow, S. Mason, J. Sweeney, Jr., V. Voss, K. Stoll
Excused	None
Also Present	J. Reimer, J. Duerr, M. Love, B. Pattison, Public – 5, 4 adults, 1 student
Call to Order	Mr. Atwater called the meeting to order at 7:00 p.m. The pledge to the flag was done.
Agenda	Motion by Mr. Sweeney Jr. seconded by Mrs. Carnes to approve the agenda of the November 10, 2025 meeting as presented. Yes: 7, No: 0 Motion carried.
Minutes	Motion by Mrs. Gancasz, seconded by Mr. Sweeney, to approve the minutes from the October 6, 2025 Regular Meeting as presented. Yes: 7, No: 0 Motion carried.
Public Forum	No one requested to speak during the public forum.
Presentations	<u>Principal's Update - Dr. Love</u> Dr. Love expressed thanks for all of the support for the Halloween parade/event, noting that the change of location and weather made the change more challenging. She noted that she is thankful to have such a unique Barker tradition and was thankful for all the efforts made by all. Dr. Love noted that the “Boat Load of Good” would be starting next week and that all of the donations serve our local community. Dr. Love also



noted that the annual Holiday gift drive was also kicking off and supported District families.

Dr. Love commented that the first quarter was ending and noted that report cards would be mailed out by the end of this week or the beginning of next week at the latest.

Dr. Love stated that Parent/Teacher conferences were scheduled for November 19th and the elementary would have a half day of attendance. Conferences in the elementary would be held from noon to 7:45 p.m. and conferences for grades 7-12 would be held from 2:30 p.m. to 7:45 p.m. She noted elementary students would be offered brown bag lunches for the half day. She followed up that the second parent teacher conference date was scheduled for December 3rd.

Dr. Love discussed a meeting with different teachers regarding the moving of rooms, specifically the English and Spanish classrooms. She further explained that due to the capital project, room moves may be temporary at this time. She then mentioned that she is coordinating with a group of teachers regarding the remodeling of the new STEM space and what that will look like.

A save the date was noted by Dr. Love for Graduation, the date will be Friday, June 26, 2026, at 6:30 p.m. and it will be held in the auditorium. She further noted that the Alumni Association named their Graduation speaker, Matthew Sweeney. The student selected speaker was still to be determined.

Dr. Love spoke regarding the update to the District Safety Plan, specifically the addition to Desha's Law, which includes CPR and AED updates, she said the plan was in the works, and mentioned the date for the public hearing of 11/19/25 at 5PM in the auditorium and a public review of 30 days, before the potential adoption at the January 12th Board Meeting.

Dr. Love produced a handout regarding a discipline update. She went over the handout explaining the incidents by grade for the months of September and October and the types of incidents. She noted a lot of the incidents were 'Insubordination', which is defying a teachers request or refusing to do something that is asked of you. Dr. Love continued noting some other problem areas are bad behavior on the bus and a few vaping incidents. She also explained there is a meeting being set up with the 7th and 8th grade teachers regarding discipline. She asked if there were any questions. Miss Mason asked when putting your hands on a student on the bus, where does that fall on the type, bus or violent? Dr. Love



explained it could land on either or both depending on the severity of the incident. Mr. Atwater noted that cell phone problems have dropped and asked if a majority of the students are putting them away? Dr. Love answered that they are following the policy, the students are not getting caught with their phones, but said the general consensus is that students are following the expectations in the cell phone policy.

Coor. of Curriculum & Prof. Learning/AP Update's - Mr. Cornwell

Mr. Cornwell was not present, Dr. Reimer covered his update.

Grades 3-8 ELA: Barker CSD outperformed the ONBOCES region proficiency average on 4 out of 6 ELA assessments and were identical with the region on Grade 8. Barker CSD outperformed the NYS proficiency average on 1 ELA assessment, were identical with the state on another, and under the average by 1% on another assessment.

Grades 3-8 Math: Barker CSD outperformed the ONBOCES region proficiency average on 5 out of 6 Math assessments. Barker CSD outperformed the NYS proficiency average on 4 out of 6 Math assessments and were under the state average by 1% on another assessment.

Grades 5 & 8 Science: Barker CSD outperformed both the ONBOCES region and the NYS proficiency average on the 5th grade Science assessment.

Opt-Out Data: This 4 year opt-out data indicate an opt-out of at least one assessment at a grade level. Some students opt out of all tests at a grade level. In terms of opt-out data, the number of opt-outs tends to go higher as the grade level goes up. Grades 7 and 8 tend to have the highest number of opt-outs, while Grades 3 and 4 tend to have the lowest number of opt-outs. The average percentage of opt-outs varies greatly partly due to the number of kids at a grade level. The actual percent of opt-outs per grade level is probably the most indicative number. Some opt-outs are by family, meaning if one sibling opts out, all the kids in the family in grades 3-8 tend to opt out as well.

Dr. Reimer mentioned that Mr. Cornwell has attended one in the series of meetings for the new Graduation measurements, and will attend additional sessions. He said that more information regarding this topic will be passed on as we learn about it.

Dr. Reimer noted the NYS Board of Regents proposed an amendment that provides instruction in the subjects of financial literacy and climate



change, and said more information would be passed on as it became available.

Superintendent's Information

Dr. Reimer said they are continuing working to get the Budget Advisory Committee members confirmed, he said he had reached out to all of the former members and all but one had responded they were willing to serve on the committee again, he had not heard back from one person. He expected to hear back from that person in the near future and if they were not willing to return, he will put information for to the community to find other members. Dr. Reimer would like to have the committee approved at the December board meeting.

Dr. Reimer mentioned he supplied the Budget calendar for the Board to review, he suggested the dates work out well for every two weeks opposite BOE meetings. He made note that the Budget process/calendar in place is interesting at the state level. Information thus far is that districts may not see a good year regarding regular aid increases. He noted we may need to create our budget before we get the state issued budget, similar to last year.

Dr. Reimer noted he had an additional conversation with the AES, a group including our attorney, AES's attorney and the town had a conversation related to solar. The conversation was geared around keeping taxes as low as possible. Dr. Reimer noted that he will share future information as it becomes available and explained it is very early in the process. He estimated that the changes being proposed would likely be in the 2027-28 school year.

Dr. Reimer noted that they are still in the process to hire a new Business Official and are hopeful to bring a candidate to the December Board of Education meeting.

Financial report – projected revenues and expenses known this far. The big thing is the revenue, specifically the energy cessation mitigation fund, with revenue reducing from 1.3 million to 1 million next year and then reducing to 650,000 for the 2027-28 school year. With this revenue going down we need to keep monitoring the revenue. It was further explained that building aid is not a factor as the amount going out should equal what is coming in for the project.

Dr. Reimer explained that on the expense side of the budget there is a small increase to the overall, the SPED has the biggest increase overall and the projected changes are built in for future retirements. The current projected balance is 800,000, the projected balance usually drops to



around 650,000 to cover the unknown changes throughout the year. Dr. Reimer noted the budget is trending well, this far. Dr. Reimer asked if there were any questions, there were none posed.

Dr. Reimer updated everyone on the Capital Improvement Project, the boilers were being tweaked with some fine tuning. Another company has been brought in to consult, he explained the boilers are like the heart of the building and getting a “transplant” needs careful evaluation, some of the “veins” are not working perfectly. The good news is it is contained to only the HS boiler and not the elementary. Dr. Reimer noted that some drains have caused a delay in the tech area, after noting a heavy rain brought attention to a new blockage. Hopefully all of the issues have been found and addressed. He expressed hopefulness that the space would be getting turned over soon.

Dr. Reimer spoke of the \$14 million dollar project, talking about add ins in agenda that the architects fit into the language. With the leftover budget classrooms and stairwells have been added in different scenarios. A big addition could be A/C, not in the entire building but piecing it in some spots and as such could be added as alternates.

Mr. Atwater asked will this leave some areas still not done. Dr. Reimer said yes about 15%, noting the district should be cognizant of the limiting max cost allowance per building. With having 3 separate buildings, the max cost allowance may not track. He also made note that the track getting redone will likely be done early and will need to be done separately later as its own project. Dr. Reimer asked if there were any questions regarding the alternate projects. There were none.

Policies/Plans

The Board reviewed the first reading of the following policies:
First Reading of Policies: 5680, 5681, 5682, 5683, 5684.

5680: SAFETY AND SECURITY

5681: SCHOOL SAFETY PLANS

5682: CARDIAC AUTOMATED EXTERNAL DEFIBRILLATORS (AEDs) IN
PUBLIC SCHOOL FACILITIES

5683: FIRE DRILLS, BOMB THREATS AND BUS EMERGENCY DRILLS

5684: USE OF SURVEILLANCE CAMERAS IN THE SCHOOL DISTRICT AND
ON SCHOOL BUSES

There were not questions raised.

Motion by Mrs. Carnes, seconded by Mr. Sweeney Jr. to approve second reading of Policies: 5650, 5660, 5670, 5671, 5672, 5673, 5674, 5675.

5650 Energy Conservation and Recycling in the Schools

5660 School Food Service Program (Lunch and Breakfast)



- 5670 Records Management
- 5671 Disposal of Consumer Report Information and Records
- 5672 Information Security Breach and Notification
- 5673 Employee Personal Identifying Information
- 5674 Data Networks and Security Access
- 5675 Student Grading Information Systems

Yes: 7, No: 0

Motion carried.

Revised the District-wide Safety Plan, to be approved at the December meeting.

Dr. Love addressed the update to the District-wide Safety Plan and the need to update to a new law and that there would be a hearing, November 19 with approval at the January meeting. There were no questions raised by the Board.

Education

Motion by Mr. Sweeney Jr., seconded by Mrs. Carnes to approve the resolution regarding allowing the Statewide BOCES RIC ONE Risk Operations Center to enter into Data Privacy Agreements and related exhibits with vendors and third-party contractors.

RESOLUTION OF BOARD OF EDUCATION

WHEREAS, four (4) BOCES (Onondaga-Cortland-Madison BOCES, Albany-Schoharie-Schenectady-Saratoga BOCES, Madison-Oneida BOCES and Broome-Tioga BOCES) have collaborated and entered into an Article 5 General Municipal Law intermunicipal arrangement for the purpose of improving vendor management and data security and privacy practices for school districts and/or BOCES statewide known as the RIC ONE Risk Operations Center (the "ROC");

WHEREAS, the Board of Education of the Barker Central School District, through its affiliation with a locally based Regional Information Center, participates with the ROC and desires, for the 2025-2026 fiscal year, to authorize the ROC to enter into Data Privacy Agreements and related exhibits (DPAs) with vendors and third-party contractors that include the requirements of, and compliance with, New York State Education Law Section 2-d and Part 121 Regulations (collectively, "Ed Law 2d") related to student personally identifiable information (PII) and certain Teacher and Principal APPR data;

WHEREAS, the ROC also partners with NYSED, the Access4Learning Student Data Privacy Consortium (SDPC) and The



Education Cooperative (TEC), to negotiate and approve Ed Law 2-d compliant DPAs;

WHEREAS, the DPAs are presented to school districts and/or BOCES for final execution and do not require the expenditure of funds beyond those budgeted; and

BE IT RESOLVED, Board of Education of the Barker Central School District authorizes the attorneys designated by the ROC to negotiate and approve of DPAs for software and/or technology resources; and,

BE IT FURTHER RESOLVED, the Barker Board of Education grants the ROC and its designated attorneys the authority to negotiate the terms and conditions of DPAs and take such actions so as to effectuate the purposes and intent of this resolution.

Yes: 7, No: 0

Motion carried.

Motion by Mr. Sweeney Jr., seconded by Mrs. Carnes to approve the following library items and furniture to be declared excess property and that the Superintendent, or his designee, be authorized to dispose of said items.

Yes: 7, No: 0

Motion carried.

Motion by Mr. Sweeney Jr., seconded by Mrs. Carnes to approve the resolution for the formation of a merged Barker Central School District/Lyndonville Central School District boys soccer team to include Modified, JV, and Varsity levels teams with Lyndonville Central School District serving as the host school for the 2026-2027 school year, with a contract to be approved by both District's Board of Education and executed by the authorized individuals.

WHEREAS, this Agreement is made pursuant to General Municipal Law, Article 5-G; and

WHEREAS, the Lyndonville CSD supports athletic programs that include the following teams: Modified, Junior Varsity and Varsity Boys Soccer; and

WHEREAS, the Barker CSD desires to allow its students to participate in the Lyndonville CSD's Modified, Junior Varsity and Varsity Boys Soccer; and



WHEREAS, the Barker CSD and the Lyndonville CSD jointly desire to enter into an Agreement whereby the Lyndonville CSD will allow students from the Barker CSD to participate in the following Lyndonville CSD athletics teams: Modified, Junior Varsity and Varsity Boys Soccer; and

WHEREAS, it is in the interest of the Barker CSD and the Lyndonville CSD to allow students from Barker CSD to participate in the Lyndonville CSD’s Modified, Junior Varsity and Varsity Boys Soccer; and

WHEREAS, Lyndonville CSD will serve as the host school; and

NOW, THEREFORE, it is mutually covenanted and agreed by and between the parties with a written formal agreement will be developed and approved by their respective Board of Educations at a future meeting.

Yes: 7, No: 0
Motion carried.

Personnel Items

Motion by Ms. Gow, seconded by Mrs. Gancasz to approve the revised start and probationary appointment of Julia Duerr as the Director of Instructional Services/Special Education to be effective of November 10, 2025, as per the Agreement between the Barker Central School District and the Director of Instructional Services/Special Education. Her four-year probationary period is effective November 10, 2025 - November 9, 2029, tenure area of Director of Instructional Services/Special Education. The expiration date is tentative and conditional only. In order to be eligible for and considered for tenure, the employee must meet all the requirements of Educational Law and corresponding regulations. Her salary for 2025-2026 salary is \$95,000 prorated.

Yes: 7, No: 0
Motion carried.

Motion by Ms. Gow, seconded by Mrs. Gancasz to approve the appointment of the following Officers for the 2025-2026 school year:

Position	Name	Stipend
“AHERA” Asbestos Local Education Agency (LEA) Designee	Carol Heiligenthaler	\$ -
Assistant Payroll Certification Officer	Carol Heiligenthaler	\$ -
Assistant Purchasing Agent	Carol Heiligenthaler	\$ -
Dignity Act Coordinator – District	Carol Heiligenthaler	\$ -
District Clerk Pro-tem	Carol Heiligenthaler	\$ -



District Treasurer	Carol Heiligenthaler	\$ -
Extra-Class Activity Treasurer	Carol Heiligenthaler	\$ -
Foster Care Liaison	Julia Duerr	\$ -
Health Insurance Portability & Accountability Act (HIPAA) Privacy Official Compliance Officer	Carol Heiligenthaler	\$ -
Human & Civil Rights Compliance Officer	Carol Heiligenthaler	\$ -
Liaison for Homeless Children & Youth	Julia Duerr	\$ -
Mental Health Officer	Julia Duerr	\$ -
Records Access Officer	Carol Heiligenthaler	\$ -
Records Management Officer	Carol Heiligenthaler	\$ -
Tax Collector	Carol Heiligenthaler	\$ -
Title IX Compliance Officer	Carol Heiligenthaler	\$ -
Transportation Director	Carol Heiligenthaler	\$ -

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mrs. Gancasz to approve of the appointment the following members to the Committee on Special Education (CSE) and Committee on Preschool Special Education Process (CPSE) for the 2025-2026 school:

Committee on Special Education Chairperson	Julia Duerr Karen Cuddy-Miller (Backup)
Committee on Preschool CSE Chairperson	Julia Duerr Karen Cuddy-Miller (Backup)

As well as the appointment of the following administrators of the Federal Grant Program:

Title I "No Child Left Behind	Julia Duerr Karen Cuddy-Miller (Backup)
Title II Part A Teacher and Principal Training and Recruiting Fund	Julia Duerr Karen Cuddy-Miller (Backup)
Title IV Student Assistance	Julia Duerr Karen Cuddy-Miller (Backup)
Title VI Compliance Officer	Carol Heiligenthaler Micaela Love
Federal Funding for the Education of Students with Disabilities Individuals with Disabilities Education Act (IDEA)	Julia Duerr Karen Cuddy-Miller (Backup)

Yes: 7, No: 0

Motion carried.



Motion by Ms. Gow, seconded by Mrs. Gancasz to approve the appointment of Veronica Walter as a full-time Teacher Aide effective November 3, 2025 at a rate of \$15.50 per hour.

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mrs. Gancasz to approve the following individuals as Department Chairs as per the Barker Teachers' Union Agreement for the 2025-2026 school years with a stipend of \$2,000 per year.

Department Chair Assignments: 2025-2026

7-12 Vertical Chairs

ELA/Social Studies	Michael O'Sullivan
Mathematics/Science	Joel Strong
Business/Tech/Foreign Lang/Art	Christopher Post

PreK-12 Vertical Chairs

Health/PE/Music/FACS/Library	Dave Carson
Guidance/Speech/Psych	Meghan Black
Special Education	Ashley Atwater

PreK-6 Chairs

Grades Pk-1	Christine Donovan
Grades 2-4	Erin Zablocki
Grades 5-6	Sherri Ober

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mrs. Gancasz to approve the following appointments as Musical Club Advisors for the 2025-2026 school year being paid per the Category and Step noted on the agenda with the stipend based on the Barker Teachers' Union Agreement:

Andon Wedekind, Technical Theater/Lighting, Category E, Step 2
Ruth Scofill, Production Assistant/Sound, Category E, Step 4

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mrs. Gancasz to approve the appointment of Darian Papia as a Barker Central School District-wide lifeguard, inclusive of Community Ed, for the 2025-2026 school year subject to verification of credentials.

Yes: 7, No: 0

Motion carried.



Motion by Ms. Gow, seconded by Mrs. Gancasz to approve the appointment of Rachel Chunko as a Certified Substitute Teacher at the per diem rate, as well as Substitute Teaching Assistant and Substitute Teacher Aide at a rate of \$15.50 per hour, effective November 12, 2025, for grades PreK-12 subject to fingerprint and background clearances.

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mrs. Gancasz to approve the appointment of Samuel Kingsbury as a Student Teacher in the Physical Education Department under Dave Carson as part of his post secondary requirements for Physical Education and Sport Teacher Certification Program at SUNY Brockport from approximately Monday, January 26, 2026 through Friday, March 20, 2026.

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mrs. Gancasz to approve the appointments of the following individuals as a parent/community volunteers as listed:

Detschner, Adler

Fisher, Michael

King, Robert

King, Ruth

Sell, Marissa

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mrs. Gancasz to approve the Memorandum of Agreement Between the Barker Central School District and the Barker Support Staff Union pertaining to Non-resident Support Staff Tuition.

Yes: 7, No: 0

Motion carried.

**Business & Financial
Items**

Motion by Ms. Gow, seconded by Mrs. Carnes to accept the Warrant Report dated September 30, 2025.

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mrs. Carnes to accept the Treasurer's Reports dated September and October 2025.

Yes: 7, No: 0

Motion carried.



Motion by Ms. Gow, seconded by Mrs. Carnes to accept the Extraclassroom Reports dated September and October 2025.
Yes: 7, No: 0
Motion carried.

Motion by Ms. Gow, seconded by Mrs. Carnes to accept the Tax Collection Report for 2025-2026 as of October 31, 2025 and granting authority of Carol Heiligenthaler as Interim School Business Official, to file the final report to the counties on November 15, 2025, with a final report of the figures to be approved at the December 8, 2025 Board of Education.
Yes: 7, No: 0
Motion carried.

The Board reviewed the 2026-2027 Budget Calendar.

Motion by Ms. Gow, seconded by Mrs. Carnes to accept approve the Memorandum of Agreement and the Mitigation Project Agreement between Barker Central School District and HGS, LLC doing business as RES Environmental Operating Company, LLC for grassland mitigation projects.
Yes: 7, No: 0
Motion carried.

Motion by Ms. Gow, seconded by Mrs. Carnes to accept approve the Memorandum of Agreement between Orleans/Niagara Board of Cooperative Education Services and Barker Central School District for the Distribution of JUUL Litigation Settlement Monies.
Yes: 7, No: 0
Motion carried.

Motion by Ms. Gow, seconded by Mrs. Carnes to accept approve the transfer of the remaining treasury balance from the Class of 2025 to the Class of 2026.
Meeting
Yes: 7, No: 0
Motion carried.

The Board reviewed the Revenue Status and Appropriation Reports, there were no comments made.

The Board reviewed the Claims Audit dated October 2025, there were no comments made.



**End of Public
Session**

Motion by Mrs. Carnes seconded by Ms. Gow, to adjourn public session at 8:00 p.m., and move into Executive Session for the purpose of discussing a particular person's employment history.

Yes: 7, No: 0

Motion carried.

**Executive
Session**

Motion by Mr. Sweeney Jr., seconded by Ms. Gow, to approve the adjournment of the Executive Session at 8:05 p.m., and return to Public Session.

Yes: 7, No: 0

Motion carried.

**Public Session/
Adjournment**

A motion was then made by Ms. Gow seconded by Mrs. Gancasz to end the Public Session and adjourn the meeting at 8:06 p.m.

Yes: 7, No: 0

Motion carried.

Prepared by,

Brooke Pattison
District Clerk Pro-tem