



**Barker Central School District
Board of Education Meeting
Monday, January 12, 2026, 7:00 p.m.
Board Room**

Present R. Atwater, D. Carnes, C. Gancasz, E. Gow, S. Mason, J. Sweeney, Jr., K. Stoll, V. Voss

Excused None

Also Present J. Reimer, C. Cornwell, J. Duerr, M. Eadie, D. Lingle, M. Love, C. Miner
Public – 11

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 Regular meeting dated January 12, 2026, as presented.
Yes: 7, No: 0
Motion carried.

Minutes Motion by Mrs. Carnes, seconded by Mr. Sweeney, Jr., to approve the minutes from the Regular Meeting dated December 8, 2025 as presented.
Yes: 7, No: 0
Motion carried.

Public Forum None.

Presentations Board Appreciation
Dr. Love noted that it is Board Appreciation Month. She commented that she, and so many, are sincerely thankful for the work the Board of Education does. The students made gifts for the Board in appreciation for their work they do and time they give for the benefit of the school, community, staff, and students. Nicholas Heidemann and Rebecca Thering presented gifts. She also gave a shout out to the teachers and students who took the time to create the "Stronger Together Because of You" booklets for the Board.

Principal's Update - Dr. Love

Dr. Love noted that the Board received, for review and request for approval, the updated District Safety Plan which reflects the requirements of the Desha's Law.



She noted that the required training had been rolled out to the staff. As training for students is required by law, the Physical Education Teachers have begun that process with the students. She noted that the District should be in compliance with the January 20, 2026 deadline as a result of these actions.

At the January Faculty Meeting, the faculty reviewed and discussed trauma informed teaching/practices and adverse childhood experiences (ACEs). This was the first component of a three-month professional development training program at the Faculty Meeting for the teachers. The first component is understanding ACEs, the second will be how ACEs can affect a student's educational experience, and the third will deal with strategies for working with out students impacted by trauma. She noted that the Teacher Aides have already done a form of training on this. She thanked Mrs. Lingle for kicking off these sessions.

Dr. Love discussed the 2022 Capital Improvement Project with regard to turning some renovated classrooms over to teachers. The spaces are available and the teachers are getting the rooms ready. The English Department will be moving into the new spaces, as well as Mrs. Stockwell - Foreign Language, and Mr. Tanyi will move into Mrs. Stockwell' s room.

Dr. Love noted that meetings have begun with the elementary teachers to discuss their needs and receive feedback on potential temporary locations for next school year due to the \$14 million dollar Capital Improvement Project in the works, (such as table heights, restrooms, etc.) to be considered during the next project.

Dr. Love noted that Mrs. Lingle will provide data driven information regarding student discipline to the Board this month. Data, in many forms, are utilized by the teachers and Administration at many levels and the Board will continue to see it in various formats throughout the year.

Mrs. Lingle reviewed was from September 1 – December 15, 2025. She also reviewed the number of incidents per month during that time period, commenting that December is a shorter month and a gradual decrease in numbers is expected. She broke out the incidents by behavior types. Insubordination, cell phones, disorderly conduct, and AWOL from classes are the largest categories. Actions taken with regard to incidents is also tracked. Parent contact, lunch or extended detention represent the largest actions taken. Most are low level actions in these areas and the actions try to hold true to the behavior matrix developed. Incidents by grade show that Grades 7, 8 and 11 have the largest number. She noted that this is important to review to see if the District needs to target by grade level. Dr. Love also noted it may also represent one or two key players in a grade causing the higher number. The incidents by gender show a disproportionate number are caused by the male population and she noted it is difficult to draw conclusions and this will be driven down to analyze more. She then reviewed trend of minor vs. major incidents which showed the majority were minor in nature and was decreasing which is positive as it shows the intervention is working. The major



incidents are holding steady which is expected. She reviewed a heat map of behavior type by grade too. This showed that for grade 11 the majority of incidents related to cell phones and for Grade 7, insubordination was the main cause of incidents. She noted that minor incidents are addressed by the staff with quick on the spot corrections while major incidents are addressed with appropriate discipline and feedback. Major incidents are reviewed on a case-by-case basis. Mrs. Voss asked about addressing cell phone incidents. Mrs. Lingle noted it is a three-stop process where a call home is made, second call home and parent/guardian picks up the phone, and third step would be step two and ISS. She discussed parent cooperation and support in this process and relative to addressing continued incidents by a student. Mr. Atwater thanked everyone involved for their thoughtful approach to discipline.

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

Mr. Cornwell discussed the upcoming Regents Exam noted that on Tuesday, January 20th, the juniors will take the NYS Regents exam in ELA. Aside from a couple of students who are taking a Math exam, this is the only Regents exam that Barker is administering during the January testing period. By giving the juniors, the opportunity to successfully complete the ELA exam in January, they are able to focus more of their attention on other Regent's exams in June (US History, Algebra II, Chemistry, etc.) If the juniors choose to however, they can retake the exam in June if they want to increase their grade.

He then noted that each year, NYS requires that we conduct a simulation of the computer-based testing (CBT) system that students will be using to take the 3-8 assessments in ELA, Math, and Science later in the year. There is a two-week period in which to conduct this simulation at the end of January and early February. Barker's Instructional Cabinet has chosen January 27th and 28th to conduct this simulation. The purpose of the simulation is for students to be able to access the testing software and become familiar with the tools used to take the tests. It will also serve as a check on the District's technology readiness for these assessments.

Mr. Cornwell continued with a NYS update. He and a couple of secondary teachers attended another regional session of the new graduation measures hosted by O/N BOCES. At this session, they brainstormed and discussed curricular and instructional areas in which Barker CSD already embodies the six traits of a NYS graduate, according to the new portrait. They also had time to discuss this information with other districts and began to collaborate on ideas to make this vision a reality. There is another session scheduled for early March. Another idea coming out of this session was the need to begin to communicate information about these new graduation changes to families and community members. Barker CSD will start to gather information to create a section of our website that will provide families with information about NYS Inspires. The District is aiming to have this up and running in the month of March. The Board of



Regents meeting in March will have further information, as well as formal adoption of some more graduation changes and measures.

Mr. Cornwell and some elementary teachers will attend a live, interactive NYS Inspires elementary level webinar event put on by NYSED on January 14th. This session will be focused on what impacts the new graduation requirements will have on elementary students and teachers, along with strategies to put into place to be prepared for these changes.

Mr. Cornwell also noted that he is working on the District's Technology Plan and meeting with the Technology Committee today. The Technology Plan is done every three years. The Committee will be working to finalize it in order to send to BOCES for review and then to NYSED for final review/approval by June 30, 2026.

Director of Instructional Services/Special Education Update - Ms. Duerr

Ms. Duerr discussed the Individuals with Disabilities Education Act 2004 (IDEA) that requires each state to have a State Performance Plan (SPP) that evaluates its efforts to implement the requirements and purposes of the IDEA and describes how the state will improve results for students with disabilities. The SPP includes 18 indicators which she reviewed. These indicators need to be done as it impacts federal funding.

She then reviewed the state performance plan indicator 3 – Assessment. Students included in this indicator are those with disabilities who have an individualized education program (IEP) participating in statewide assessments in grades 4, 8, and high school. This data is based on the annual grades 3-8 ELA and mathematics state assessments, high school Regents examinations in ELA and mathematics, and the annual NYS Alternative Assessment in ELA and mathematics. School districts report this data to NYSED annually. She reviewed how the results are calculated. She discussed the importance of students participating in the evaluations and the connection with funding to the school based on results. She noted that not enough students are participating in the testing, reasons relating to APPR and other factors that have had an influence in the past, and how to change this in order to receive more accurate information about the District's results that are more balanced, how you analyze the data, and impact on funding provided to the District. Ms. Duerr reviewed the ELA targeted skills group focused intervention of the Office of Special Education based on the 2023-2024 3-8 ELA assessment data. The targeted skills groups are designed to facilitate innovation and the implementation of new organizational practices with a focus on the use of data to guide improvements. Barker's group consists of Ms. Duerr, Mrs. Lingle, Mr. Cornwell, Ms. Tabone, Mrs. Atwater, Mrs. DeMarco, Mrs. Zablocki, and Mr. Norris. She then reviewed an ELA stacked bar chart for grades 4 and 8. She noted that the results are pretty consistent and discussed the targets not being met. In order to meet the requirements from the Office of Special Education and Barker being a district in need of assistance year 1, the District is required to have at least one teacher or administrator attend a training offered by



the West Regional Partnership Center from Erie 1 BOCES that aligns to supporting students with disabilities and ELA. Based on a question from Mr. Atwater, Ms. Duerr noted that last year's information will be available next year.

Financial Update/Preliminary Budget Needs & Initial Rollover Budget - J. Reimer

Dr. Reimer introduced and welcome Ms. Miner to the District. He said he is reporting at this meeting as today was her first day. He reviewed the budget calendar and rollover budget. He noted that the rollover is taking into account everything that we know as of today, including current assumptions on contractual obligations. He noted that the projected 2026-2027 budget increase is 1.89%. He then reviewed the areas of General Support, Instruction, Transportation, Community Services, and Undistributed and the larger changes in each area.

For General Support, Board of Education and District Clerk remains flat. District Meeting increased by \$2,000 due to the usage of voting machines during the annual election and budget vote. Central Administration has a 1.18% due to contractual obligations. Business Administration increased 11.12% from salary obligations, and Dr. Reimer noted that the \$180,000 BOCES Business Services is an estimate off last year and will fluctuate throughout the process as it is based on a calculation provided by BOCES. Dr. Reimer noted that Total Auditing will probably increase more than the projected 2.53% as RFPs for services is required this year. Tax Collection increased \$1,500 due to the tax collector salary for the individual that assists with the process. Dr. Reimer noted that this is still less expensive than hiring an outside company that so many districts utilize. BOCES Purchasing increased 2% while Legal remained flat and Personnel increased 1.60% for a slight increase in contractual third party and BOCES personnel. Operation of Plant increased 5.12% due to salary lines of part-time Cleaners, as well as an increase in electric utilities due in part to electrical usage related to the projects. He noted that this is still trending favorably due to the solar arrays. Maintenance of Plant has an increase primarily to contractual salary obligations at 1.97%. BOCES Printing/Mailing remains flat. BOCES Data Processing increased 2.0% or approximately \$12,327. Special Items increased 2.78% for insurance but Dr. Reimer noted he is expecting it to increase to approximately \$200,000 vs. current projection of \$185,000 due to the market. Assessment School Property increased 8.7% due to higher water/sewer. Total BOCES Admin. costs are anticipated to decreased 6.22%. Overall, General Support is projected to increase 3.60%. Instruction for Curriculum Development & Supervision is projected to decrease 3.90%. Supervision – Regular School is projected to increase 3.83% primarily due to contractual obligations. Supervision Special Schools decreased 6.25%, while In-service Training-Instruction's primary increase is due to salaries of mentors as the number of mentors due to new hires has increased with the stipend remaining the same. Total Teaching Regular Schools overall increased 1.56%. Dr. Reimer noted that some of the changes within the lines is the result of shifting where some salary lines fall due to changes in assignments. Occupational Education increased 2.88% or \$15,000. Summer School remained flat at \$28,050. Library and Audio-Visual increased 2.86% due mostly to contractual salary



obligations. Computer Assisted Instruction remained flat. Guidance increased 4.56% primarily due again to contractual salary obligations. Health Services increased 12.31% due to salaries obligations and substitute pay, as well as BOCES Health Services Regular School. Psychological Services decreased 4.87%. Co-curricular Activities decreased 3.80% primarily from HS Club Advisor Salaries which is based off the step of the advisor and there are some new advisors. Interscholastic Athletics increased 9.01% as Barker has changed to be the host school for some shared sports, the addition a of a sport, and increased in salaries of coaches. Dr. Reimer noted that he projects this to increase above the projected 9.01% currently shown. Transportation increased for District and Contract Transportation by 3.22% and 6.76% respectively. Community Services increased 38.69% due primarily to Summer Classified salaries. The projection is based off of offering the same programs and opportunities to students. Undistributed has an 8.97% increase projected for Employee Benefits. Debt Services is projected to increase 4.95%. Interfund Transfers is projected to increase 3.70%. He discussed the impact of the \$25 million project relative to Phase II and the debt service and that the District is working with the advisors to ensure there is no tax impact to the community. He discussed the borrowings and that the final borrowing must equal the amount of the building aid from the state and the District may bring in more than currently projected. Dr. Reimer noted the projected budget increase of 1.89% is not a lot, but he noted that the figures are being watched closely.

Dr. Reimer then reviewed the Master Budget Plan. He noted that the projections illustrate a 2% increase on the tax levy, a decrease in local property tax of 5.14%, an increase of Total State Aid of 1.54%. Total Revenue with a decrease of 0.58%. He discussed the potential negative longer-term position due to property tax revenue based on additional information received from AES. He noted that the NCIDA has the authority to approve a PILOT for the plant for the property without the solar array even if the District does not want it. The assessed value of the property at present is approximately \$30 million. If it were to be put on the tax roll, the county would receive \$300,000, the town \$80,000, and the District \$597,000 per year. If the PILOT goes through, the District would receive approximately \$230,000 vs. \$597,000 and over 20 years the District would get substantially more if on the tax roll vs. PILOT. Dr. Reimer noted that the PILOT payments could be through an education benefit program. He noted that he has to do more investigation with regard to this idea and the potential negative impact on the tax cap due to a PILOT. He wants this information to be up front and center and work needs to be done to figure out how to supplant the ending of the energy cessation program. He discussed foundation aid, BOCES aid, and how to increase revenue.

Mr. Atwater asked about the PILOT and the ability for the District to have an opinion that it is not in favor of the PILOT vs. the plant being on the tax roll. Dr. Reimer noted that he is having the attorneys guide the District on this and to get the right information, and then the District may be able to push what it needs to do. Mr. Atwater commented that he understood that Dr. Reimer and the attorneys will



do all they can but it puts the District right behind the 8-ball again. Mr. Sweeney, Jr. inquired if there was any way to increase access to the energy mitigation program and Dr. Reimer noted not currently. The challenge will be in a couple years if this takes place and the District will need to look at how to make maintain the budget. Dr. Reimer noted that he is looking into what the District can do through advocacy. Mr. Sweeney, Jr. inquired on his recollection that the NCIDA agreed not to do another PILOT with the plant again due to lack of keeping with the contractual agreement obligations. Dr. Reimer said that was correct. Mr. Sweeney, Jr. commented that he felt the plant should be like everyone in town, and pay their fair share.

Superintendent's Information

Dr. Reimer then reviewed the draft 2026-2027 school calendar. He noted he sat on the JMT Committee as a representative from BOCES in the development of their calendar which is then used to develop BOCES and the District's. He noted that he has provided it to the BTU for input and is looking to have presented for approval at the February meeting. He also noted that if upcoming contract negotiations results in a needed change, the Board could amend after approval. He noted the challenge this year was to get the required days in due to the way the school breaks and holidays fall. He asked the Board to provide him any feedback prior to the February meeting.

Dr. Reimer then discussed the Budget Advisory Committee, noting the first meeting will be held in two weeks. He stated that he hopes to have more information on revenues to update the information that will be provided to the Committee at that time. He also commented that there have been no additional volunteers to join the Committee so he plans to move forward and will address a change if someone inquires to join.

With regard to the Capital Improvement Project, Phase II is being worked on with the final cost reports anticipated to be filed by mid-March. He noted that the District is working on a few minor pieces. The \$14 million Capital Improvement Project plans are close to being submitted to the NYSED for approval, anticipated for the end of next week. From there it is estimated that it will take 6-8 weeks for approvals, 4 weeks for necessary bids and approvals in April and May, to commence in June to have a timeline with the least impact to the school year.

He reminded the Board that the legislative breakfast is Saturday, January 31. Mr. Atwater, Mrs. Carnes, and Ms. Mason will be attending with him.

He also noted that if any Board member would like to do a walk thru after the meeting to see the new spaces, he would be happy to show them.

Mrs. Costello left the meeting at 8:05 p.m.



Policies/Plans

The Board reviewed the first reading of the following policies:

- 6110 - Code of Ethics for Board Members and All District Personnel
- 6111 - Testing Misconduct and Mandatory Reporting Requirements
- 6120 - Equal Employment Opportunity
- 6121 - Sexual Harassment of District Personnel
- 6122 - Employee Grievances
- 6130 - Evaluation of Personnel
- 6140 - Employee Medical Examinations
- 6150 - Alcohol, Drugs and Other Substances (School Personnel)
- 6151 - Drug-Free Workplace

There were no questions or comments brought forward.

The Board reviewed the second reading of policies:

- 5691 - Communicable Diseases
- 5692 - Human Immunodeficiency Virus (HIV) Related Illnesses
- 5710 - Transportation Program
- 5720 - Transportation of Students
- 5730 - School Bus Safety Program
- 5731 - Idling School buses on School Grounds
- 5740 - Qualifications of Bus Drivers
- 5741 - Drug and Alcohol Testing for School bus Drivers and Other Safety-sensitive Employees
- 5760 - Use of School-owned Vehicles

Motion by Mrs. Carnes, seconded by Ms. Gow to approve the above referenced policies as presented.

Yes: 7, No: 0

Motion carried.

Motion by Mrs. Carnes, seconded by Ms. Gow to approve the revised 2025-2026 District Safety Plan as presented.

Yes: 7, No: 0

Motion carried.

Education

Motion by Mr. Sweeney, Jr., seconded by Mrs. Carnes to approve the attendance of Jacob L. Reimer, Superintendent at the 2026 Winter Institute from March 1 - 3, 2026 in Albany, NY for the House of Delegates Meeting.

Yes: 7, No: 0

Motion carried.

Motion by Mr. Sweeney, Jr., seconded by Mrs. Carnes to approve the Memorandum of Understanding Between the Royalton-Hartland Central School District and the Barker Central School District from December 2025 through June 2026 for the education of a student.

Yes: 7, No: 0

Motion carried.



Personnel Items

Motion by Mrs. Voss, seconded by Ms. Gow, to approve the resolution conferring tenure of Allison Finitz in the area of School Counselor effective February 27, 2026, subject to that the employee must meet all requirements of the educational law and corresponding regulations.

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby confers tenure upon Allison Finitz in the area of School Counselor, effective February 27, 2026, subject to that the employee must meet all requirements of the educational law and corresponding regulations.

Dr. Reimer spoke of the fantastic job Mrs. Finitz does and the great connections she has made with the community, families, students and staff. He noted that she also has the best in mind for the District's students. Dr. Love noted that she is a true team member and noted some of the groups she is involved with, from the United Way, holiday gift drive, Faith United, Scheduling and Logistics committees, etc. She commented that Mrs. Finitz goes above and beyond.

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mr. Sweeney, Jr., to approve the leave of absence for Emily Smith on or about May 4, 2026, through a date to be determined.

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mr. Sweeney, Jr., to approve the appointment of Virginia Hambruch as a Mentor for the 2025-2026 school year with a stipend of \$750.00 pro-rated.

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mr. Sweeney, Jr., to approve the appointment of Sara Bernard as a Substitute Nurse at a per diem hourly rate of \$35.00 effective January 5, 2026.

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mr. Sweeney, Jr., to approve the appointment of Emily Rosenthal as a Substitute Nurse at a per diem hourly rate of \$35.00 effective January 5, 2026, subject to background check and fingerprint clearances.

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mr. Sweeney, Jr., to approve the appointment of Evan Cornwell for grades PreK-12 as a per diem Substitute Teacher, as well as



Substitute Teaching Assistant and Substitute Teacher Aide at a rate of \$16.00 per hour, and a District Lifeguard at a rate of \$18.00 per hour subject to receipt of required lifeguard documentation.

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mr. Sweeney, Jr., to approve the appointment of Gwendolyn Johnson as a District Lifeguard at a rate of \$18.00 per hour effective January 13, 2026 subject to receipt of required lifeguard documentation.

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mr. Sweeney, Jr., to approve the appointment of the following Roy-Hart BOCES students in the BOCES Personal Training program to shadow/work-based learning from January 19, 2026 - January 30, 2026 with Mr. Bruning and Mr. Knight, Physical Education Teachers.

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mr. Sweeney, Jr., to approve the appointment of Sandra Lewis for a Circuit Training Class teacher for the 2025-2026 Community Education Winter semester starting January 10 - March 28, 2026 at a rate of \$16.00 per hour.

Yes: 7, No: 0

Motion carried.

Motion by Ms. Gow, seconded by Mr. Sweeney, Jr., to approve the acceptance of the resignation of Jacqueline Cushman as a part-time Food Service Helper effective December 31, 2025.

Yes: 7, No: 0

Motion carried.

Business & Financial Items

Motion by Mrs. Carnes, seconded by Ms. Gow to accept the Extraclassroom Reports for December 2025.

Yes: 7, No: 0

Motion carried.

Motion by Mrs. Carnes, seconded by Ms. Gow to accept the Treasurer's Report dated December 2025.

Yes: 7, No: 0

Motion carried.

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

Yes: 7, No: 0

Motion carried.



Motion by Mrs. Carnes, seconded by Ms. Gow to approve the Barker Central School District Reserve Fund Planning Booklet dated December 2025.

Yes: 7, No: 0

Motion carried.

Motion by Mrs. Carnes, seconded by Ms. Gow to approve the Memorandum of Agreement between the Barker Teachers' Union and the Barker Central School District regarding extracurricular activities related to advisor stipends for the 2025-2026 school year.

Yes: 7, No: 0

Motion carried.

The Board reviewed the Revenue Status and Appropriation Reports.

The Board reviewed the Claims Audit dated December 2025.

**Public Session/
Adjournment**

The Board concurred there was no need for an Executive Session. Motion by Ms. Gow, seconded by Mrs. Gancasz, to approve the end the Public Session and adjourn the meeting at 8:10 p.m.

Yes: 5, No: 0

Motion carried.

Prepared by,

Mary H. Eadie
District Clerk