

OFFICIAL PROCEEDINGS
OF THE BOARD OF EDUCATION
OF THE SPENCERPORT CENTRAL SCHOOL DISTRICT

Date: August 2, 2016
Spencerport, New York

Members Present: Mr. Bracken, Mr. Gibbardo, Ms. Gillette, Mr. Hutton, Mr. Kincaid, Mr. Miceli

Absent: Ms. Czarnecki

Others Present: Mr. Crumb, Ms. Lissow, Mr. Milgate, Mr. Wood, Mr. Zinkiewich

The Business Session of the Board of Education of the Spencerport Central School District was called to order at 7:02 p.m. E.D.S.T. by the President, Mr. Bracken, in the Board of Education Conference Room in the Administration Building.

1. PLEDGE TO THE FLAG

The Board of Education members and the audience recited the Pledge of Allegiance to the United States Flag.

2. APPROVAL OF AGENDA

A motion was made by Mr. Hutton and seconded by Mr. Gibbardo that the Board of Education approve the Business Session Agenda.

Vote of the Board: 6

Yes: 6

No: 0

3. PRIVILEGE OF THE FLOOR

None

4. CONSENT AGENDA

Old Business

4.1 Approval of the minutes of the Board of Education Organizational and Regular Meetings held on July 12, 2016 and a Special meeting held on July 19, 2016.

4.2 New Business

4.21 Approval Personnel Actions as Recommended by the Superintendent of Schools

A. Certificated Personnel

1. RESIGNATIONS

- a. Josh Harter, JV Boys/Girls Cross Country Coach, resigning effective July 18, 2016. Reason: personal
- b. Lorraine Fousse, Teaching Assistant assigned to Taylor Elementary School, resigning effective July 21, 2016. Reason: personal
- c. Brynn Simpson, Teaching Assistant assigned to Canal View Elementary School, resigning effective August 25, 2016. Reason: personal
- d. Amy Nesbitt, Physical Education Teacher assigned to Taylor Elementary School, resigning effective August 26, 2016. Reason: other employment
- e. Karen Gibbs, Elementary Teacher assigned to Taylor Elementary School, resigning effective August 27, 2016. Reason: other employment

ADDENDUM

- f. Amy Nesbitt, Modified Volleyball Coach for the 2016-17 season, resigning effective August 1, 2016. Reason: other employment

2. APPOINTMENTS

- a. James Erbland, .64 FTE in the Physical Education tenure area assigned to Bernabi Elementary School, effective September 1, 2016 to June 30, 2017. Salary is Bachelors, Level 2 at \$42,016 prorated to \$26,890.24. Mr. Erbland is filling an open part-time position.
- b. Matthew Parina, .68 FTE in the Physical Education tenure area assigned to Munn Elementary School and Canal View Elementary School, effective July 1, 2016 to June 30, 2017. Salary is Bachelors, Level 2 at \$42,016 prorated to \$28,570.88. Mr. Parina is filling an open part-time position.
- c. Robert Pursel, three-year probationary appointment in the Physical Education tenure area assigned to Taylor Elementary School, effective September 1, 2016. Salary is Masters, Level 6 at \$46,717. Mr. Pursel is replacing Ms. Nesbitt.
- d. Patricia Condon, .50 FTE in the Special Education tenure area and .50 FTE Teaching Assistant assigned to Bernabi Elementary School, effective September 1, 2016. Salary is Masters, Level 1 at \$43,236 prorated to \$21,618 and \$10.95 per hour, respectively. Ms. Condon is filling a new position.
- e. Micah Joseph, four-year probationary appointment in the Physical Education tenure area assigned to Taylor Elementary School, effective September 1, 2016. Salary is Bachelors, Level 1, at \$40,713. Ms. Joseph is replacing Ms. Bondi.
- f. Elizabeth Ellingham, .32 FTE in the Music tenure area assigned to Bernabi Elementary School, effective September 1, 2016 to June 30, 2017. Salary is Masters, Level 7 at \$48,212 prorated \$15,427.84. Ms. Ellingham is filling an open part-time position.

ADDENDUM

- g. Kristin Bruer, four-year probationary appointment in the Elementary tenure area assigned to Taylor Elementary School, effective September 1, 2016. Salary is Bachelors, Level 2 at \$41,621. Ms. Bruer is filling a new position.
- h. Rachel Baldwin, Teaching Assistant assigned to Munn Elementary School, effective September 7, 2016. Salary is \$10.31 per hour. Ms. Baldwin is filling a new position.
- i. Jason Frantz, four-year probationary appointment in the School Psychologist tenure area assigned to Munn Elementary School, effective September 1, 2016. Salary is Masters, Level 3 at \$45,001. Mr. Frantz is replacing Mr. Smith.
- j. Jeanette Wittmeyer, three-year probationary appointment in the Elementary tenure area assigned to Taylor Elementary School, effective September 1, 2016. Salary is Masters, Level 8 at \$47,641. Ms. Wittmeyer is replacing Ms. Gibbs.

3. LEAVES OF ABSENCE

- a. Amy Adams, Remedial Reading Teacher assigned to Spencerport High School, requesting a child care leave of absence from July 1, 2016 to December 23, 2016.
- b. Julie Sullivan, Elementary Teacher assigned to Canal View Elementary School, requesting a family and medical leave of absence from September 6, 2016 to November 23, 2016.
- c. Kelly Placito, Mathematics Teacher assigned to Spencerport High School, requesting a family and medical leave of absence from September 6, 2016 to November 23, 2016.

ADDENDUM

- d. Jacqueline Johnson, Occupational Therapist assigned to Munn Elementary School, Cosgrove Middle School, and Spencerport High School, requesting a family and medical leave of absence from September 6, 2016 to September 20, 2016.

4. GRADUATE AND IN-SERVICE CREDITS

Name	Add Graduate	Add In-Service	From	To	New Lane	Current Salary	Increment	New Salary
Bonny, Medea	3	-	M+29, IS1	M+32, IS1	M+30	\$56,320	\$496	\$56,816
Buckner, Brian	6	-	M+3, IS1	M+9, IS1	M+5	\$59,128	\$496	\$59,624
Burgstrom, Katherine	6	-	B+18	B+24	B	\$42,974	-	\$42,974
Bush, Elisabeth	-	1	M	M, IS1	M	\$77,807	-	\$77,807
Cameron, Kristine	6	1	M+12	M+18, IS1	M+15	\$53,298	-	\$53,298

Carella, Marie	3	1	M+22, IS2	M+25, IS3	M+25	\$56,824	\$496	\$57,320
Cordovani, Amanda	6	3	M	M+6, IS3	M+5	\$48,352	\$496	\$48,848
Crumb, Amy	-	1	M+10, IS2	M+10, IS3	M+10	\$90,354	-	\$90,354
Cubiotti, Nicole	-	1	M	M, IS1	M	\$45,557	-	\$45,557
Culotta, Caitlyn	6	-	M+12, IS2	M+18, IS2	M+15	\$52,462	\$496	\$52,958
Cummings, Christine	-	1	M	M, IS1	M	\$48,688	-	\$48,688
Curtis, Laura	-	1	M+5, IS1	M+5, IS2	M+5	\$59,752	-	\$59,752
Cusimano, Megan	-	1	M	M, IS1	M	\$47,795	-	\$47,795
D'Alonzo, Tracey	6	-	M+3	M+9	M+5	\$47,500	\$496	\$47,996
D'Orazio, Susan	-	1	M	M, IS1	M	\$48,212	-	\$48,212
Esders, Jessica	4	-	M+26, IS3	M+30, IS3	M+30	\$71,645	\$496	\$72,141
Federico, Alicia	24	-	B+12	B+36	M	\$42,016	\$2,000	\$44,016
Gibbs, Karen	-	1	M+5, IS5	M+5, IS6	M+5	\$55,757	-	\$55,757
Guadagnino, Malena	-	1	M, IS1	M, IS2	M	\$49,561	-	\$49,561
Heiler, Amy	-	1	M+5, IS3	M+5, IS4	M+5	\$72,904	-	\$72,904
Hesketh, Caitlin	-	1	M	M, IS1	M	\$47,500	-	\$47,500
Hurley, Erica	-	1	M	M, IS1	M	\$50,471	-	\$50,471
Kazmierski, Laura	9	-	B+18	B+27	B	\$42,974	-	\$42,974
Kelley, Steven	-	3	M, IS2	M, IS5	M+5	\$56,019	\$496	\$56,515
Kemp, Anne	-	3	M, IS4	M, IS7	M+5	\$70,895	\$496	\$71,391
Kincaid, Christine	-	1	M+10, IS3	M+10, IS4	M+10	\$82,707	-	\$82,707
Kingsbury, Elissa	-	2	M, IS2	M, IS4	M	\$55,865	-	\$55,865
Laistner, Nancy	24	-	B+9	M	M	\$46,670	\$2,000	\$48,670
LeBeau, Samantha	6	1	B+12	B+18, IS1	B	\$43,932	-	\$43,932
Lefebvre, Michelle	-	1	M, IS4	M, IS5	M+5	\$68,913	\$496	\$69,409
Mellon, Stephanie	-	1	M, IS4	M, IS5	M+5	\$54,070	\$496	\$54,566
Mueller, Katherine	-	1	M+5, IS2	M+5, IS3	M+5	\$62,904	-	\$62,904
Nentarz, Jacqueline	3	-	M+12, IS1	M+15, IS1	M+15	\$63,381	\$496	\$63,877
Olson, Dena	-	1	M, IS2	M, IS3	M	\$56,758	-	\$56,758
Pacitto, Andrew	6	-	M+14	M+20	M+20	\$55,268	\$992	\$56,260
Parina, Matthew	6	-	B+6	B+12	B	\$42,016	-	\$42,016
Passero, Katie Jo	6	-	M+6, IS2	M+12, IS2	M+10	\$49,465	-	\$49,465
Pincelli, Telcie	-	1	M, IS2	M, IS3	M	\$54,663	-	\$54,663
Placito, Kelly	6	-	M+16	M+22	M+20	\$53,529	\$496	\$54,025
Powers, Danielle	-	1	M	M, IS1	M	\$52,083	-	\$52,083
Pray, Judy	-	1	M+5, IS7	M+5, IS8	M+5	\$83,899	-	\$83,899
Richardson, Lori	-	1	M, IS2	M, IS3	M	\$69,495	-	\$69,495
Schultz, Steven	3	1	M+8, IS4	M+11, IS5	M+15	\$67,965	\$992	\$68,957
Smith, Judith	-	1	M+26, IS13	M+26, IS14	M+25	\$80,721	-	\$80,721
Wiggs, Colleen	1	2	M+24, IS3	M+25, IS5	M+30	\$57,444	\$992	\$58,436
Wilson, Kathleen	-	1	M+5, IS4	M+5, IS5	M+10	\$82,136	\$496	\$82,632
Young, Dana	-	1	M+5, IS4	M+5, IS5	M+10	\$63,639	\$496	\$64,135

Graduate Credits

Bonny, Medea 2 Graduate Total:
Credits \$200.00

In-Service Credits

Bonny, Medea 1 In-Service Total:
Credit \$91.00

English, John 1 In-Service Total:
Credit \$91.00

Esders, Jessica 3 In-Service Total:
Credits \$273.00

McLaren, Michelle 1 In-Service Total:
Credit \$91.00

Shaw, Heather 1 In-Service Total:
Credit \$91.00

ADDUNDUM

Name	Add Graduate	Add In-Service	From	To	New Lane	Current Salary	Increment	New Salary
Smith, Bonnie	9	-	M+21	M+30	M+30		\$992	\$51,727

5. EXTRA CURRICULAR ACTIVITIES AND INTER-SCHOLASTIC ATHLETICS

- a. Stephanie Caito, appointed Modified A Fall Cheer Coach for the 2016-17 season. Stipend is \$1,932.
- b. Robert Pursel, appointed JV Football Coach for the 2016-17 season. Stipend is \$3,346.
- c. Patricia Condon, appointed Girls Soccer Coach for the 2016-17 season. Stipend is \$2,290.
- d. Kate Sullivan, appointed JV Girls Volleyball Coach for the 2016-17 season. Stipend is \$2,603.
- e. Micah Joseph, appointed Modified B-1 Girls Volleyball Coach for the 2016-17 season. Stipend is \$1,909.
- f. Volunteer Coaches for the 2016-17 season

Football	Robert Cesarano
Boys Soccer	Dan Hickey
	Mike Marcone
	Chris Somers
Girls Soccer	Don Sica
Boys Volleyball	Elyse Austin

Girls Volleyball Chris Harte
 Lori White

ADDENDUM

- g. Kelly Muszak, appointed Girls Varsity Golf Volunteer Coach for the 2016-17 season.

6. AMENDMENT

- a. Sara Sage, four-year probationary appointment in the Elementary tenure area assigned to Bernabi Elementary School, effective September 1, 2016. Salary is Masters, Level 3 at \$45,001. Ms. Sage is filling a new position. Ms. Sage was previously appointed as a long-term substitute teacher at Canal View Elementary School.
- b. James Erbland, .80 FTE in the Health tenure area assigned to Spencerport High School and Cosgrove Middle School, effective September 1, 2016 to June 30, 2017. Salary is Bachelors, Level 2 at \$42,016 prorated to \$33,612.80. Mr. Erbland is replacing Mr. Centola. Mr. Erbland was previously appointed as .64 FTE in the Physical Education tenure area assigned to Bernabi Elementary School.

B. Classified Personnel

1. RESIGNATIONS

- a. Eric Hauck, Accompanist assigned to Cosgrove Middle School and Spencerport High School, resigned effective July 24, 2016. Reason: personal

2. APPOINTMENTS

- a. Jessica Haffey, .50 FTE in the Physical Therapist assigned to Canal View Elementary School, effective September 1, 2016 to June 30, 2017. Salary is Masters, Level 6 at \$46,717 prorated to \$23,358.50. Ms. Haffey is filling an open part-time position.
- b. Courtney Kramer, .50 FTE in the Occupational Therapist area assigned to Canal View Elementary School, effective September 1, 2016 to June 30, 2017. Salary is Masters, Level 4 at \$45,809 prorated to \$22,904.50. Ms. Kramer is filling an open part-time position.
- c. Bonnie Niver, Payroll Clerk assigned to District Office, effective August 5, 2016. Salary is \$38,607.12, prorated to \$34,909.12. Ms. Niver is replacing Ms. Devine.
- d. Justin Fagnoli, Student Helper for Spencerport Schools, effective August 1, 2016 to September 2, 2016. Salary is \$9.00 per hour.
- e. Brianna Donnelly, Student Helper for Summer Kindergarten Program, effective August 8, 2016 to August 26, 2016. Salary is \$9.00 per hour.

- f. Tori Warner, Student Helper for Summer Kindergarten Program, effective August 8, 2016 to August 26, 2016. Salary is \$9.00 per hour.
- g. Natalie Straub, Student Helper for Summer Kindergarten Program, effective August 8, 2016 to August 26, 2016. Salary is \$9.00 per hour.
- h. Miranda Williamson, Student Helper for Summer Kindergarten Program, effective August 8, 2016 to August 26, 2016. Salary is \$9.00 per hour.
- i. Jessica Brockway, Student Helper for Summer Kindergarten Program, effective August 8, 2016 to August 26, 2016. Salary is \$9.00 per hour.
- j. Jaclyn Neubauer, Student Helper for Summer Kindergarten Program, effective August 8, 2016 to August 26, 2016. Salary is \$9.00 per hour.
- k. Nicole Leathersich, School Nurse, assigned to Spencerport High School, effective September 6, 2016. Salary is \$31,000. Ms. Leathersich is replacing Ms. Kirch.

3. LEAVES OF ABSENCE

- a. John Strong, Courier assigned to District Office, requesting a family and medical leave of absence from July 18, 2016 to August 1, 2016.

4. SUBSTITUTE APPOINTMENTS

- a. Rose VanVelson, Food Service Helper PTOC, effective September 7, 2017. Salary is \$9.12 per hour.
- b. Hoa Tomasulo, Bus Attendant PTOC, effective June 27, 2016. Salary is \$9.14 per hour.
- c. Sherry Weber, Office Clerk IV PTOC, effective August 1, 2016. Salary is \$11.68 per hour.

5. CHANGE IN APPOINTMENT

- a. Susan Dixon, Assistant Cook assigned to Cosgrove Middle School, with a change in title to Cook Manager, effective August 15, 2016. Salary is \$16.16 per hour.

6. AMENDMENTS

- a. Carrie Bertrand, Microcomputer Maintenance Technician assigned to District Office, with an amendment to her previously approved unpaid leave of absence (June 10, 2016) to June 10, 2016 (afternoon only).
- b. Janine McCullough, Computer Application Specialist, assigned to District Office, with an amendment to her previously approved start date of July 25,

2016 to August 15, 2016. Salary is \$35,000, prorated to \$29,770.12. Ms. McCullough is filling a new position.

4.22 Warrants

	<u>Date</u>	<u>Amount</u>	<u>Checks</u>
General Fund	7/08/16	\$ 1,436.26	8
	7/15/16	\$ 156,241.65	93
	7/15/16	\$ 995,174.98	14
	7/21/16	\$ 83,297.16	25
	7/21/16	\$ 21,289.95	22
Federal Fund	7/15/16	\$ 3,451.24	2
School Lunch	7/8/16	\$ 4.00	1
	7/15/16	\$ 9,976.22	7
	7/21/16	\$ 8,496.80	5
Capital Fund	7/15/16	\$ 2,893.20	1
	7/15/16	\$1,964,000.00	1
Trust & Agency	7/08/16	\$ 250.00	1
	7/15/16	\$ 358,111.23	20

4.23 Revised Calendar of Board of Education Meetings

**Spencerport Central School District
Board of Education 2016-2017 Meeting Calendar**

<u>Date</u>	<u>Time</u>	<u>Type of Meeting</u>	<u>Location</u>
July 12, 2016	6:00 p.m.	Organizational Meeting	District Office
July 12, 2016	7:00 p.m.	Business Meeting	District Office
August 2, 2016	7:00 p.m.	Business Meeting	District Office
September 6, 2016	6:00 p.m.	Business Meeting	District Office
September 27, 2016	7:00 p.m. ⁱ	Business Meeting	District Office
October 11, 2016	7:00 p.m.	Study Session	District Office
October 25, 2016	7:00 p.m. ⁱⁱ	Business Meeting	District Office
November 8, 2016	7:00 p.m.	Study Session	High School
November 22, 2016	7:00 p.m.	Business Meeting	District Office
December 13, 2016	7:00 p.m.	Business Meeting	District Office
January 10, 2017	7:00 p.m.	Study Session	District Office
January 24, 2017	7:00 p.m.	Business Meeting	District Office
February 14, 2017	7:00 p.m.	Study Session	District Office
February 28, 2017	7:00 p.m.	Business Meeting	District Office

March 14, 2017	7:00 p.m.	Study Session	District Office
March 28, 2017	7:00 p.m.	Business Meeting	District Office
April 11, 2017	7:00 p.m.	Study Session	District Office
April 25, 2017	7:00 p.m.	Business Meeting	District Office
May 2, 2017	8:00 p.m. ⁱⁱⁱ	Study Session	District Office
May 16, 2017	6:00 a.m.-9:00 p.m.	Budget Vote	District Office, Munn, Taylor
May 23, 2017	7:00 p.m.	Business Meeting	District Office
June 13, 2017	7:00 p.m. ^{iv}	Study Session	District Office
June 27, 2017	7:00 p.m.	Business Meeting	District Office

ⁱ New and Recently Tenured Teacher and Administrator Reception, 6:15 p.m.

ⁱⁱ School Board Recognition Reception, 6:15 p.m.

ⁱⁱⁱ Code of Conduct Hearing, 6:00 p.m. and Budget Hearing/Candidate Forum, 7:00 p.m.

^{iv} Retiree Reception, 6:15 p.m.

4.24 2015-2016 Health Service Contract

District	Number of Students	Cost Per Pupil	Total
Gates Chile School District	39	\$804.71	\$31,383.69

4.25 Admission Fees – Athletics

Mr. Pelin, Director of Athletics, recommended to accept the Monroe County Public School Athletic Conference admission guidelines with the following additions for the 2016-17 Spencerport home regular season athletic contests. There are no changes from 2015-2016.

A. Admission

SCS will charge admission for the following home athletic contests only: boys varsity soccer, girls varsity soccer and varsity football; boys varsity/JV basketball, girls varsity/JV basketball, varsity/JV wrestling, boys varsity lacrosse, girls varsity lacrosse. Admission rate will be \$2.00 for adults and \$1.00 for students.

B. Passes

- Parents of Varsity/JV Athletes – Will be issued passes for the particular sport that their son/daughter participates in if admission is charged for that sport.
- Senior Citizens – Available upon request. A letter will be sent to the Ogden Senior Citizens Center.
- Spencerport Central Schools Employees – All Spencerport Central Schools employees and immediate family will be admitted to regular season home games, sponsored by the school district, upon presentation of their Spencerport Central Schools employee pass.
- Player's Pass – These will be issued to Varsity Club and P.R.I.D.E. members and are good for all regular season home athletic events.
- Program Pass – Passes will be issued to each member of the JV, Freshman, Modified A and Gr. 7/8 Modified B teams for free admission to the home varsity games of their sport only, where admission is charged.

- School Board – All School Board members will be provided passes for regular season home athletic events.

C. Fill the Gym/Stuff and Stands Night(s)

The Athletic Department will periodically offer free admission to all Spencerport students at designated home contests. The purpose of these nights is to increase attendance and school spirit.

D. Sectionals

Admission rates for sectionals are set and approved by the Section V Athletic Council and vary from tournament to tournament.

A motion was made by Mr. Gibbaro and seconded by Mr. Kincaid to approve the Consent Agenda to include the certificated addendum in the board packet.

Vote of the Board: 6

Yes: 6

No: 0

5. BOARD OF EDUCATION

5.1 President's Report and Communication

Mr. Bracken thanked Ms. Cypher for her work on our district Facebook page. Mr. Bracken also shared that he saw our Ranger Robotics team at the Red Wings Game.

5.2 Board of Education Members' Reports

Mr. Kincaid shared that he was able to see our Jazz Band performance at Canal Days. He also shared that the Ranger Riders is going well and invited board members to join us.

6. SUPERINTENDENT'S REPORT

6.1 2015-2016 School Lunch Report and Establish 2016-2017 School Lunch Prices

Mr. Milgate introduced Mr. Miner, Director of Food Services, who provided board members with a presentation on the highlights of our school year. He noted that we made a 23% improvement over the previous year's deficit. He stated that 22 out of 32 of our employees are certified in Serve safe sanitation. He also noted that we have worked on restructuring our staff at the High School and Cosgrove to take advantage of staffing efficiencies and benefit reductions due to this. Our Administrative Review with the auditors (every three (3) years) in which two (2) of our schools were involved went very well.

Mr. Miner shared that our focus points for the upcoming school year include reorganization of staff, continued survey of our customers, reducing costs, generating new revenues and a continued effort for successful implementation of the Healthy, Hunger-Free regulations.

Mr. Miner noted that we are focusing on data this year in areas like staffing allocation, studying free and reduced participants, survey results, meal equivalency studies, Monroe County comparisons and the USDA Metric guidelines. Board members had questions about the allocation of salaries and how that is managed in the budget.

When looking at school prices, Mr. Miner noted that 13 out of 16 school districts in our survey have the same pricing structures for elementary and secondary meals. He noted that this is due to the fact that they basically cost the same to make. He also noted that breakfast prices have been increasing steadily across the county as well. The recommendation is to increase elementary breakfast from \$1.50 to \$1.60 (10 cents) district wide and the elementary lunch from \$2.50 to \$2.75 (25 cents) while leaving the secondary level at \$2.75 for lunch.

There was some discussion by board members on the reimbursement process for the free and reduced meal program. There was also general discussion for points of clarification about the audit report. One conversation was about the frequency of reviews going from every five (5) years to every three (3) years and how that was impacted by the Healthy, Hunger-Free regulations. It was also noted how reduced numbers in the county are high and how they have been increasing over recent years. Some of this was the result of the changes with the automatic programs (food stamps/Medicaid) and their families being enrolled by the state. It was discussed that many of the findings are common across districts each year when comparing audits across surrounding school districts.

A motion was made by Ms. Gillette and seconded by Mr. Kincaid to accept the School Lunch Report and School Lunch Prices for the 2016-2017 school year as presented.

Vote of the Board: 6

Yes: 6
No: 0

6.2 3012-d Annual Professional Performance Review

Mr. Crumb provided board members with an update on our APPR plan and the 3012-d plan. He noted that the changes for HEDI Rating is now only measuring student performance and teacher observations with no achievement ratings. He shared that there is a new matrix, that independent evaluators can be used, and that the teacher performance rating is now weighted 10% unannounced and 90% announced. The rubric, teacher improvement plans, appeals process, training and process for observations stayed the same. Mr. Crumb shared that through the 2018-19 school year, the growth scores calculated by the State Education Department based on the grades 3-8 ELA and math assessments will be reported but not used in any calculations for staff. During this period, the growth scores for K-8 staff, excluding 8th grade science teachers, will be calculated using High School Regents examination results.

Board members had discussion on the student performance methodology for determining the growth score.

Teacher observations will be based on a four-point scale where you average the ratings. H = 3.5 to 4.0, E = 2.5 to 3.49, D = 1.5 to 2.49 and I = less than 1.5. Highly effective, Effective, Developing and Improvement are the rating categories. There was a discussion on inter-rating reliability as well to better understand the observation process. Mr. Zinkewich shared that administrators participate in an annual training for this.

It was discussed that tenured teachers who receive effective or highly effective ratings for all standards in the first unannounced and announced observation will not be formally observed again in that year unless there are concerns needing to be addressed. The time frame for conducting observation reports was reviewed as well.

The Principals are also covered under 3012-d and Mr. Crumb shared that the changes for the teachers under Education Law 3012-d are the same for the principals.

The independent evaluator process was discussed and it was noted that this could impact us negatively with administrators being in other buildings so often. Mr. Crumb shared that we are in the process of applying for a waiver of the independent evaluator requirement. It was shared that the waiver application process has moved quickly and that we have a good chance of getting approved.

Ms. Gillette inquired about the percentage of impact with the new APPR and the number of teachers that would have had improving. This led to a discussion on the community perspective on the evaluation process and how this can be misinterpreted if not communicated properly. It was also discussed that parents could request their teacher's rating

A motion was made by Mr. Hutton and seconded by Mr. Miceli to support the APPR as presented.

Vote of the Board: 6

Yes: 6
No: 0

6.3 First Reading: Gender Identity Policy

Mr. Crumb provided board members with an overview of the Gender Identity Policy as a developing area of conversation. He noted that legal counsel suggested that we will get better clarification as court cases are developed. Mr. Crumb recommended that while the policy is general and vague that we adopt it and have it in place for the 2016-2017 school year. He noted that we are having our legal counsel join us for a training for our administrative team to be prepared for these situations. Mr. Bracken noted that board members could adopt as presented or ask for more clarification.

There was discussion on how this would be shared with staff members once adopted. Mr. Crumb shared that the awareness piece will be well planned and balanced with advice from our attorney.

A motion was made by Mr. Hutton and seconded by Mr. Kincaid to accept the Gender Identity Policy as presented.

Vote of the Board: 6

Yes: 6
No: 0

6.4 Amended Tax Rate for 2016-2017

Mr. Crumb shared the process to determine the tax rate has become very convoluted with the implementation of the tax cap and that Mr. Wood has spent a considerable amount of time working with the County tax collector and town assessors to verify the clarification to determine the tax rate.

Mr. Wood discussed what a section 520 is, how it is reported on a tax bill, and how it impacts the tax rate calculation. He then reviewed how the tax rate was calculated as opposed to how it will be calculated in the future, based on comments during a webinar presented by the Office of the State Comptroller. To finish, he compared the two options (below) for the board to consider;

	Option A (Same Levy)	Option B (Same Rate)
Tax Levy	\$35,579,522	\$35,605,560
Tax Rate	\$24.085806	\$24.094619
Appropriated FB	\$170,144	\$157,125

After further discussion, the Superintendent recommended option B.

A motion was made by Mr. Hutton and seconded by Mr. Kincaid to amend the revenue budget for the 2016-2017 as follows:

Increase (debit) Est. Rev (A510)/ 1001 Real Property \$13,019
Decrease (credit) Appropriated Fund Balance (A599) \$13,019
and to approve the revised 2016-2017 tax levy of \$35,605,560

Vote of the Board: 6

Yes: 6
No: 0

Board members were asked to sign each town's tax warrant.

7. **MEETING EVALUATION**

None

8. **ADJOURN**

A motion was made by Mr. Hutton and seconded by Ms. Gillette to adjourn the meeting at 9:12 p.m.

Vote of the Board: 6

Yes: 6
No: 0

As there was no further business, Mr. Bracken declared the meeting adjourned at 9:12 p.m.



District Clerk



Board President

