

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

April 17, 2012  
Spencerport, New York

Members Present: Gary Bracken (via Skype), Todd Dunn, Jody Gillette,  
Kevin Hutton, Jim Oberlin (entered the meeting at 7:57  
p.m.) William Sweeney, Mark Young

Absent: Gary Bracken (left at 7:15 p.m.)

Others Present: Mr. Crumb, Mr. Milgate, Mr. Wood, Mr. Zinkiewich,  
Ms. Cypher, Mr. Kozlowski, district students, staff, residents  
and guest

The Regular meeting of the Board of Education of the Spencerport Central  
School District was called to order at 6:00 p.m. E.D.S.T. by the President, Mr.  
William Sweeney in the Board of Education Conference Room in the  
Administration Building and Marriott Westfields, 14750 Conference Center Dr.  
Chantilly, VA 20151

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

**No. 148**  
*Executive Session*

**1. EXECUTIVE SESSION**

A motion was made by Mr. Young and seconded by Mr. Dunn that the Board be  
adjourned to Executive Session at 6:04 p.m. in the Human Resource Conference for  
the purpose of discussing personnel.

Vote of Board: Yes:  
6

No: 0

Mr. Sweeney declared Executive Session adjourned at 7:07 p.m.

Returned to Regular Session in the Boardroom at 7:14 p.m.

**No. 149**  
*Approval of Agenda*

**2. APPROVAL OF AGENDA**

Motion to approve the agenda made by Jody Gillette and seconded by Mark Young.

Vote of Board: Yes: 5

Yes: 5  
No: 0

**No. 150**  
*Board Recognition*

**3. BOARD RECOGNITION**

Mr. Crumb introduced the Director of Facilities to congratulate him and his staff on the Utica National Titanium Award received this year. Mr. Drake shared that this is a collaborative effort on the part of all members of our district. He noted that this year had a focus on bullying and our district rated very well in this category.

**No. 151**  
*Privilege of the Floor*

**4. PRIVILEGE OF THE FLOOR**

Mr. Sweeney explained the purpose and process for privilege of the floor and reminded presenters that each presentation is limited to two to five minutes.

Mr. Adam Mazzeo who resides at 32 Clearview Drive, is a high school wrestler spoke on behalf of his coach, Mr. Tony D'Ambra. He shared his personal appreciation for the support that Mr. D'Ambra provided for him and his fellow wrestlers. He is much more than a coach to us.

Mrs. Maryetta Chorbajian who resides at 3 Coventry Drive is a parent of wrestlers. She shared her dismay with the decision that has been made to let Mr. D'Ambra go. She noted how her son has grown as a wrestler and young man as his coach instilled values with him. Concerned that his dismissal was unexpected and disruptive. Feels that the wrestling community has experienced a loss and hopes that the Board of Education would consider reinstating him.

Mr. Pittman who resides 197 Queensland Dr. spoke on behalf of Mr. D'Ambra and referenced a letter of improvement that Mr. D'Ambra received from the Athletic Director. Mr. Pittman discussed specific items in that letter and noted the perspective and information from Coach D'Ambra that was shared with him in reference to the improvement expectations. Mr. Pittman referenced a number of items that Mr. D'Ambra accomplished. In closing, Mr. Pittman shared that he and the other parents would like to know why this decision was made.

**No. 152**

*Consent Agenda  
Certificated Personnel  
Classified Personnel  
Warrants  
CSE Mtg.*

**5. CONSENT AGENDA**

5.11 Personnel Items

5.11A CERTIFICATED PERSONNEL

1. RESIGNATIONS

- a. Christopher Grasta, Contract Substitute Teacher assigned to the Spencerport Central School District, resigning effective April 2, 2012. Reason: to accept a long-term substitute position

2. LEAVE OF ABSENCE

- a. Erin Fredereksen, Elementary teacher assigned to Taylor Elementary School, requesting a family and medical leave of absence from April 2, 2012 to June 22, 2012.

3. SUBSTITUTE APPOINTMENTS

- a. Christopher Grasta, long-term per diem substitute teacher in the Elementary tenure area assigned to Taylor Elementary School effective April 2, 2012 to June 22, 2012. Salary is \$200 per day. Mr. Grasta is substituting for Ms. Fredereksen.
- b. Erin Reding, long-term per diem substitute teacher in the Elementary tenure area assigned to Munn Elementary School effective January 31, 2012 to March 6, 2012. Salary is \$200 per day. Ms. Reding is substituting for Ms. Bianchi.
- c. John Milks, contract substitute teacher in the Science tenure area assigned to Spencerport High School and Cosgrove Middle School effective April 16, 2012 to June 12, 2012. Salary is \$120 per day.
- d. Megan Soja, long-term per diem substitute teacher in the Science tenure area assigned to Spencerport High School effective February 8, 2012 to May 15, 2012. Salary is \$200 per day. Ms. Soja is subbing for Ms. Buckner.

4. SUBSTITUTE TEACHERS

List Attached #25

5. AMENDMENTS

- a. Kimberly Shumaker, Elementary Teacher assigned to Canal View Elementary School, requesting an unpaid leave of absence from March 20, 2012 to May 3, 2012, and an unpaid child care leave of absence from May 4, 2012 to June 22, 2012. This was previously stated as an unpaid leave of absence from March 6, 2012 to May 18, 2012, and an unpaid child care leave of absence from May 21, 2012 to June 22, 2012.

**No. 152**  
*(continued)*

- b. Lindsay Acey, Elementary Teacher assigned to Bernabi Elementary School, requesting an extension of her previously approved family and medical leave of absence (March 19, 2012 to May 4, 2012) to May 18, 2012.
- c. Nicole Inzana, long-term per diem substitute teacher in the Elementary tenure area assigned to Bernabi Elementary School, with an extension of her previously approved appointment (March 19, 2012 to May 4, 2012) to May 18, 2012. Salary is \$187.50 per day. Ms. Inzana is substituting for Ms. Acey.
- d. Christina Buckner, Science Teacher assigned to Spencerport High School, requesting an extension of her previously approved family and medical leave of absence (February 8, 2012 to May 1, 2012) to May 15, 2012.

5.11B CLASSIFIED PERSONNEL

1. TERMINATION

- a. Charlotte Paglia, Bus Driver for the Transportation Department, with services terminated effective March 20, 2012 in accordance with New York State Civil Service Law Section 73. Ms. Paglia has been on medical leave since January 17, 2011.

2. LEAVES OF ABSENCE

- a. Janis Suydam, Bus Driver for the Transportation Department, requesting an unpaid leave of absence on March 19, 2012 (afternoon only).
- b. Angela Guede, Cleaner assigned to Spencerport High School, requesting a family and medical leave of absence from March 27, 2012 to April 13, 2012.
- c. Karen Burnett, Office Clerk III assigned to the Spencerport High School, requesting a family and medical leave of absence from March 29, 2012 to May 1, 2012.
- d. Wladimir Koroniwsky, Bus Driver for the Transportation Department, requesting an unpaid leave of absence from April 2, 2012 to April 20, 2012.

3. SUBSTITUTE APPOINTMENTS

- a. Susan Monahan, Cleaner PTOC, effective March 29, 2012. Salary is \$9.44 per hour.
- b. Chantel Baker-Harrington, Teacher Aide PTOC, School Aide PTOC and Office Clerk IV PTOC, effective March 30, 2012. Salary is \$7.72 per hour for Teacher Aide PTOC and School Aide PTOC and \$9.56 per hour for Office Clerk IV PTOC.

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(continued)

4. AMENDMENT

- a. Joan Valle, Bus Driver for the Transportation Department, requesting an extension of her previously approved family and medical leave of absence (January 5, 2012 to March 28, 2012) to April 4, 2012.
- b. Wladimir Koroniwsky, Bus Driver for the Transportation Department, requesting an extension of his previously approved family and medical leave of absence (January 3, 2012 to March 26, 2012) to March 30, 2012.

5.12 WARRANTS

Category	Date	Amount	Checks
GENERAL	03/21/12	\$552,504.54	61
	03/28/12	\$163,976.96	66
	04/04/12	\$145,763.37	60
FEDERAL	03/21/12	\$180,658.84	6
	03/28/12	\$447.85	5
	04/04/12	\$79,552.00	13
SCHOOL LUNCH	03/21/12	\$19,628.97	11
	03/21/12	\$559.57	1
	03/28/12	\$516.77	2
CAPITAL	04/04/12	\$3,383.15	6
	03/21/12	\$1,906.59	1
	04/04/12	\$31,099.17	1
TRUST & AGENCY	03/28/12	\$352.00	1
	03/30/12	\$477,170.33	35
	04/04/12	\$3,301.51	1

5.13 MINUTES OF COMMITTEE ON SPECIAL EDUCATION

The recommendations of the Committee on Special Education meetings:

02/10/12, 02/14/12, 02/16/12, 02/27/12, 02/28/12, 02/29/12, 03/01/12, 03/06/12, 03/07/12, 03/08/12, 03/12/12, 03/13/12, 03/14/12, 03/15/12, 03/19/12, 03/20/12, 03/21/12, 03/22/12, 03/23/12, 03/26/12, 03/27/12, 03/28/12, 03/30/12, 04/02/12, 04/03/12, and 04/04/12.

Motion was made by Mr. Hutton to include the addendum and seconded by Mr. Dunn to approve consent agenda.

Vote of Board: Yes: 5

Yes: 5

No: 0

**No. 153**  
*Board of Education*  
*Reports*

**6. BOARD OF EDUCATION**

- 6.1 President's Report & Communication - none
- 6.2 Board of Education Members' Reports - none

**No. 154**  
*Superintendent's*  
*Reports*

**7. SUPERINTENDENT'S REPORT**

7.1 Placement of Board Candidates on Ballot

Mr. Crumb introduced the four members of our community that have submitted their petitions to run for the two open 3-year positions on the Board of Education. Mr. Randal Weaver, Mr. John Gentile, Mr. Jim Oberlin and Ms. Janet Tyler are our candidates for this year. Mr. Milgate, Board of Education Clerk, conducted a random drawing to determine the order on the May 15<sup>th</sup> ballot. With the assistance of our Communication Specialists, the order determined was Mr. Oberlin, Ms. Tyler, Mr. Gentile and Mr. Weaver.

7.2 Process and Agenda for Annual Budget Hearing and Meet the Candidates Forum

Mr. Crumb introduced Lanette Cypher, Communications Specialist, who provided an overview of our process for the "meet the candidate" forum scheduled for May 1, 2012. Ms. Cypher shared that we will be using the same process that was used last year and noted that we will be using students from the high school once again to help with the process. There were no questions from the board members.

7.3. Capital Project Update

Mr. Jason Hannon from Campus Construction and Mr. Dan Pieters from Labella provided an update on the current stage of our capital project. Mr. Hannon provided updates on our generator installation and noted that while three of the schools are ready, three of the schools still need to have work completed to make sure they are working properly. He noted that a meeting has been scheduled with the manufacturer. Mr. Pieters noted that conversations have been held with our electrical contractors and the need to work with the manufacturer to update software that could be the cause of some performance issues. Questions were asked about the cause with this situation as well as our ability to have a guarantee of performance after the completion of this project. Both companies noted that no additional charges are being incurred by our district.

Mr. Crumb added that the representatives from Labella and Campus have been excellent in supporting our needs.

Mr. Hannon noted that site work is scheduled to clean up the areas around the generator and he also shared that our security camera systems are almost complete. He also noted that with the remaining funds, two of the kitchen ceiling abatement projects are out for bid for the high school and Munn Elementary. The hope is that both projects will be able to be completed. Mr. Hannon noted that there is approximately \$85,000 remaining and that this final project will exhaust these funds.

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*(continued)*

#### 7.4 BOCES Board of Education Candidates

Mr. Crumb provided an overview of our annual obligation to provide a vote for Board of Education seats for Monroe BOCES 2. Mr. Crumb shared additional information on the candidates from the BOCES Superintendent. He also shared that we only need to make a vote for Kendall where there is more than one candidate. The other two districts were uncontested.

Discussion was held

(Mr. Oberlin entered the meeting at 7:57pm)

Motion was made by Mr. Hutton and seconded by Mr. Young to approve John Abbott, Constance Rockow and Michael May as a BOCES 2 Board of Education members.

Vote of Board: Yes: 6

Yes: 5

No: 0

Abstained: 1

#### 7.5 BOCES 2 Administrative Budget

Mr. Crumb shared that we need to vote to approve the administrative budget for BOCES in the amount of \$4,553,220.

Motion was made by Todd Dunn and seconded by Jim Oberlin to accept the BOCES 2 Administrative Budget as presented.

Mr. Hutton asked if this was the budget that we received detail on a few weeks ago. Mr. Crumb said it was and reflects the administrative budget for operating BOCES, all other charges are based on the BOCES services we use.

Vote of Board: Yes: 6

Yes: 6

No: 0

#### 7.6 Grant Acquisition Plan

Dan Milgate provided the Board of Education with an overview of the Grant Acquisition Plan (GAP) that has been developed to help our district be more purposeful and mindful about our use, research and implementation of grants. Mr. Milgate introduced Ty Zinkiewich, Rick Wood, Lisa McCarthy and Linda Howell as members of the Grant Oversight Committee for this new approach to looking at grants. Mr. Zinkiewich provided some history of our process in using grants to help us achieve our goals and identified some current grants that we have in place this year as well as others from the past. He shared that while the grants have been valuable, very often they set up future expenses that we don't necessarily plan for. One of the goals with this new process would be to provide a system to screen grants prior to selecting one

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*(continued)*

and implementing it. Mr. Milgate shared an example of how our new Grant Application Planner would be used to help in this process. Feedback was provided by Board of Education members and Mr. Zinkiewich noted that we would be using upcoming Instructional Leadership and Administrative Council meetings to get additional feedback. Mr. Sweeney noted his appreciation of the alignment with our strategic plan and mindful planning with our delimiters. Mr. Milgate noted that quarterly updates would be provided as part of our plan.

#### 7.7 Revisions to New York States' Annual Professional Performance Review Plan for Teachers and Principals.

Mr. Crumb and Mr. Zinkiewich provided a presentation on the history of the APPR and our task of complying with the new regulations with the new version of the APPR. He noted that many of the new initiatives from the State Education Department are linked to the APPR and the reform goals driven by the Race to the Top funding. This new system is going to require us to look at student growth, teacher effectiveness (HEDI) and new improvement plans. In addition, training is required by the evaluators in this new plan. Mr. Crumb provided an overview of the various components of evaluation processes based on the New York State Teaching Standards. To do this, we have selected the rubric that was created by NYSUT that is in a direct alignment with the new standards. When looking at the standards, the first two (Knowledge of Students and Planning) align nicely with the pre-observation process, the next three align well with the actual observation. The final two standards align well with the year-end evaluation process that we currently have in place.

Mr. Zinkiewich provided an overview of the Ad Hoc Committee that was developed to help inform negotiations and the needs of our administrative and teaching staff. The committee consists of 20 members teachers, administrators, and at-large members. Some of the roles have included; analyze/discuss current observation and evaluation process, identify areas of opportunity for improvement, discuss specific elements of the selected rubric, review of the teacher improvement process and help to identify professional development needed. This committee is also helping to identify the Student Learning Objectives (SLOs) that is required for most teachers. The SLOs are based on the HEDI criteria as well. Mr. Zinkiewich reviewed the process for determining who would need to complete the SLOs. He also shared that a review of the effectiveness and consistency of the development of the SLOs is a critical component. All of this comes back to the teacher effectiveness process and awarding of those points that we are discussing with the teacher's union. Some next steps are providing our staff and administrators with resources to help them understand the new APPR. With this, we are using the Ad Hoc Committee to review questions and provide additional support for our teachers. The actual SLO development will begin this summer with the assistance of BOCES 2. Mr. Sweeney had questions about the process and logistics in developing the SLOs. In addition, there were questions raised about the fairness to teachers in the timing of the SLOs. Mr. Crumb shared that the goal is ultimately an increase in student achievement and there is a lot of work to be accomplished to get there. Mr. Sweeney noted that this is one of the most significant changes that he has seen from State Education and that it lacks the necessary time to properly put in place.

Mr. Zinkiewich shared that the biggest challenge is determining those assessments to determine the benchmarks are well designed to help us determine a fair yet rigorous



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*(continued)*

process for our students. Establishing the baseline is a critical piece. A question was raised about the timing of this process and it was noted that this year will be a learning year and we expect to get more clarification from the Education Department.

There were several questions about the new APPR and concerns raised around this new process. Mr. Oberlin suggested that we keep the strategic plan in mind and take advantage of this challenge to help us embrace collaboration.

**7.8 Review of Proposed 2012-13 Board of Education Meeting Dates**

Mr. Crumb shared a proposed set of dates to the Board of Education for our calendar for the 2012-2013 school year. He shared that the calendar works out well and supports our budget planning process with the early Spring recess next year allowing us to come back and be prepared to approve a budget. Members of the Board provided general support for this proposed calendar. He did share that July 10<sup>th</sup> would be the organizational meeting and a resolution would be needed because it isn't in the first week of July.

**No. 155**  
*Meeting Evaluation*

**8. MEETING EVALUATION**

It was noted that we were slightly ahead of schedule.

It was asked that we discuss the athletic policy around missing practices and Spring Recess.

Mr. Oberlin asked a question around the additional address/location on the agenda. Clarification was provided on this being a remote location of one of our Board of Education members. Mr. Oberlin asked if this was something that he could use if traveling. Further discussion and research on this will take place. Advance notice is needed in these circumstances.

**No. 156**  
*Adjournment*

**9. ADJOURN**


Motion was made by Mark Young and seconded by Jim Oberlin to adjourn the meeting.

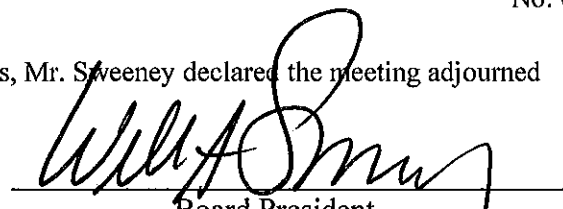
Vote of Board: Yes: 6

Yes: 6

No: 0

As there was no further business, Mr. Sweeney declared the meeting adjourned at 9:11 p.m.

  
\_\_\_\_\_  
District Clerk

  
\_\_\_\_\_  
Board President