

**WYNANTSKILL UNION FREE SCHOOL DISTRICT
BOARD OF EDUCATION
September 13, 2012
GARDNER-DICKINSON SCHOOL
MEDIA CENTER**

The Board welcomed the following new faculty and staff members with a reception at 6:45 pm:

**Ms Jamie Glath, First Grade Teacher
Mrs. Lori Audi, Food Service Manager
Mrs. Tina Albert, Food Service Worker
Mrs. Kimberly Herzl-Betz, School Psychologist
Ms. Tricia Gibbs, School Nurse
Mrs. Jennifer Gumlaw, Food Service Worker**

1.0 Call to Order and Pledge of Allegiance to the Flag

The meeting of the Board of Education was called to order at 7:05 p.m. by Mrs. Paone

1.1 Recording of Attendance

The District Clerk called the roll:

Mrs. Curran- absent
Mr. Hug- absent
Mr. Lanese- present
Mrs. Marsh – present
Mrs. Paone- present

Others Present: Dr. Lisa Henkel, Superintendent/Principal

1.2 Review of Agenda/Additions

Mrs. Paone reviewed the Agenda

1.3 Approval of Minutes of Previous Meeting(s)

Mrs. Marsh made a motion to approve the August 15, 2012 minutes of the Board of Education:

Mr. Lanesey seconded.
Motion carried: 3-0

1.4 Acceptance of District Treasurer's Report

Mr. Lanesey made a motion to accept the District Treasurer's Report

Mrs. Marsh seconded.
Motion carried: 3-0

1.5 Approval of Building Use Requests

Mr. Lanesey made a motion to approve the following building use requests

<u>Group Name</u>	<u>day of week</u>	<u>dates</u>	<u>area</u>	<u>time</u>
Girl Scout Troop 1611	Tuesdays	09/18/12-06/04/13	Cafeteria	6:00-7:00 p.m.
Boy Scout Troop 502	Tuesdays	09/18/12-06/04/13	Cafeteria	7:00-9:00 p.m.

Mrs. Marsh seconded
Motion carried: 3-0

1.6 Communications to the Board of Education:

Mrs. Paone acknowledged receipt of a thank you card to the Board of Education from Mrs. Michelle Nicklas

2.0 Reports to the Board of Education

2.1 District / School Program Report, Dr. Lisa Henkel, Superintendent / Principal

Dr. Henkel reported that the first week of school went very well. Open house for the Middle School is Monday, September 17 and Elementary Open House is Wednesday, September 19. Dr. Henkel presented the new Wynantskill Web Page. Thank you to Questar III, Matt Lutz and Sue McCormick for all their hard work in designing a great website. Mrs. Marsh suggested adding the curriculum days (A-F) on the daily google calendar and to also add a map quest link to away games on the Athletic page.

The APPR Committee is putting the final touches on the State mandated APPR Plan. Dr. Henkel thanked the APPR Committee members for all their hard work on the plan.

Mrs. Paone, on behalf of the Board, thanked the entire APPR Committee for all their work.

Dr. Henkel reported on the class size increase for our fifth grade classroom. She will meet with Mr. Mesh to discuss the district's plan for this grade level and will also be meeting with the fifth grade parents on Wednesday evening at Open House.

Superintendent's Conference Day was held on September 4. The staff and faculty were treated to a wonderful breakfast and lunch prepared by our cafeteria staff. During the morning session, the entire staff enjoyed an inspirational video. The faculty had a full agenda of staff development work including the Transportation Department.

Mrs. Paone asked how the current budget would be affected by the increased fifth grade class size.

Ms. Lathrop, Business Official stated the current budget can accommodate this additional staff person due to several retirements and the breakage in cost related to those.

2.2 Board of Education Reports and Updates

None

2.3 Board Committee Reports

The Finance Committee will meet in October

2.5 PTO Report

None

3.0 Appointments and Authorizations

3.1 Review Recommendations and Approve Resource Allocations to CSE/CPSE

No recommendations were presented for approval

3.2 Adoption of Board Policies

Mr. Lanesey made a motion to approve the adoption of the following Board Policies:

- 1500 Public Use of Facilities (Revised to include fee schedule)
- 1500-E Exhibit of fee schedule
- 8520 Free and Reduced Price Food Services

Discussion: After much discussion and input from SDM committee members, the Board unanimously agreed to table the approval of policy 1500 and 1500-E until October. The Board members asked that the wording and group descriptions on the fee based examples be revisited.

The Board took action on policy 8250 only.

Mr. Lanesey seconded
Motion carried: 3-0

3.3 First Reading of Board Policies/Plans

No policies were presented for first reading

3.4 Approval of Substitutes

Mr. Lanesey made a motion to approve the following substitutes for 2012-2013 school years:

- Retired Certified Teacher (\$90.00/day): Nancy Manning
- Certified Teacher (\$75.00/day): Gary Gustin
Elizabeth Jamison
Dan McHale
Nicole Rhodes
- Teacher Aide (\$50.00/day): Allison Hyatt
- School Nurse (\$75.00/day): Rebecca Everett

Mrs. Marsh seconded
Motion carried: 3-0

3.5 Approval of Volunteers

Mrs. Marsh made a motion to approve the following volunteers for 2012-2013 school year:

<u>Grade</u>	<u>Teacher</u>	<u>Days/Week</u>	<u>Time</u>	<u>Volunteer</u>
K		1-2 days/wk	1-2 hrs	Lillian Foss

Mr. Lanesey seconded
Motion carried: 3-0

3.6 Approval of Additional Extra Curricular Coaches for 2012-2013 school year

Mr. Lanesey made a motion to approve Additional Extra Curricular Coaches for 2012-2013 as per WTA Contract.

- Boys Soccer Laurie Albright
Jim Kahler

Mrs. Marsh seconded
Motion carried: 3-0

3.7 Approve Leo Daigneault as Provisional FT Bus Driver Effective 09/04/12

Mrs. Marsh made a motion to appoint Mr. Leo Daigneault as Provisional Ft Bus Driver effective 09/04/2012

Mr. Lanese seconded
Motion carried: 3-0

3.8 Appoint Tom Cupp Temporary Maintenance Worker effective 09/04/12

Mr. Lanese made a motion to appoint Mr. Tom Cupp as Temporary Maintenance Worker effective 09/04/2012

Mrs. Marsh seconded.
Motion carried: 3-0

4.0 Old Business

4.1 WTA Contract Negotiation Update: Mr. Kevin Harren

Mr. Harren, labor negotiator for the District, reported the negotiations between the District and the Teachers Union are continuing. He stated many issues have been resolved, but there were four issues in which the two parties could not agree:

1. Teacher Workday-Student Contact Time
2. Length of School Year (Student Attendance –vs- Conference Days)
3. Compensation - Salary and Benefits
4. Annual Professional Performance Review (APPR) Plan

Mr. Harren stated the two parties were currently at an impasse as the Teachers Union has filed a Declaration of Impasse with the Public Employees Relations Board (PERB) which has appointed a third party mediator. The Mediator will meet with both sides and attempt to help both parties come to agreement on the issues still not agreed upon. He stressed that this is mediation and not arbitration and explained the difference.

Mediation-When a third party attempts to help both sides come to an agreement

Arbitration-The third party hears both sides and makes his/her own decision which must be abided by both parties.

A meeting with the appointed mediator is being scheduled in late October.

Mrs. Paone asked what affect this will have on the APPR Plan which must be approved by NYSED by January 17, 2013 as mandated by the State.

Mr. Harren responded if the APPR Plan is not approved by NYSED by the January deadline, the District may forfeit any increases in State Aid. Overall, the WTA settlement does not necessarily need to be agreed upon to pass the APPR Plan- the WTA would need to consent to separating the APPR Plan from the contract negotiations in the form of a MOA.

Mrs. Paone asked if the date in October was a firm one to submit the APPR Plan to NYSED in order to have the plan approved and in place by the January deadline. She also asked if the mediation process scheduled for October would affect this timeline. Dr. Henkel answered that this is the date the Commissioner's office told everyone in order to allow enough time for review and approval by the January deadline. Mr. Harren responded that the WTA could have a Memorandum of Agreement with the APPR Plan that would be separate from the final contract agreement, that yes the deadline could be met without any penalties; if there is not an agreement, and then the increase of State Aid could be forfeited. If there is the loss of State Aid, which is estimated to be around \$35,000.00 or 1% loss to the tax levy, the Board would have to meet to discuss cuts to the current budget.

5.0 New Business

6.0 Informational

6.1 Next Regular Meeting of the Board of Education: October 18, 2012 at 7:00 pm in the Library / Media Center

6.2 Public Comment

1. Mrs. Lisa Hancock, WTA President.

Mrs. Hancock stated that the WTA stands ready to resolve their contract. They thought they were going to settle at the end of past Superintendent Hamill's tenure but conditions changed and new proposals were put on the table that were highly objectionable. She also stated that she felt the negotiations team worked in good faith to move forward with settling their contract but found the newly proposed conditions to be

beyond their ability to accept. Mrs. Hancock agreed on the four points mentioned by Mr. Harren during his presentation and further commented that the process for the APPR plan was not held up by the Teachers and that they had been in negotiations. She stated that it was not until the new Superintendent, Dr. Henkel arrived that the APPR Plan was addressed. Mrs. Hancock commended Dr. Henkel for her leadership during this process, but the WTA was still without the documentation.

Mrs. Paone responded to Mrs. Hancock's address by stating that it was never represented to the Board that the teachers were holding up the APPR process in any way. She stated that the Board understood what led to where the district is with APPR, but stated this is the timing of the situation being faced now.

2. Mrs. Laura Horacek, Teacher.

Mrs. Horacek wanted to thank the Board for the wonderful job they did flipping pancakes at the Superintendent's Conference Day!

She also asked where the funds would come from in the budget if a second fifth grade teacher needed to be hired. Would it take place of the needed replacement reading teacher?

Response: The District is still in the process of hiring a per diem reading teacher. The first round of responders was not satisfactory and the District will be advertising on the OLAS website now. As for the budget restraints of hiring a second fifth grade teacher, the budget is in the position to accommodate the necessary staffing.

Mrs. Horacek also wanted to state for the record that the faculty has been available to the Middle School students in the mornings even without a contract.

3. Ms. Jamie Glath, Faculty.

Ms Glath wanted to thank the Board for this evening's welcome reception and how excited she is to be a part of our district

4. Mrs. Jean Marie Steffek, Faculty

Mrs. Steffek wanted to acknowledge in public the results from last year's New York State Assessment tests. Thank you to everyone for all their hard work in keeping this district at the top.

7.0 Request for Executive Session

Mr. Lanese made a motion to enter into Executive Session for Contracts at 8:50 p.m.

Mrs. Marsh seconded

Motion carried: 3-0

8.0 Return to Open Session

The board returned to open session at 9:20 p.m. with no formal motions.

9.0 Adjournment

Mr. Lanese made a motion to adjourn at 9:21 p.m.

Mrs. Marsh seconded

Motion carried: 3-0

Respectfully submitted,

Kathryn Fazioli

Kathryn Fazioli
Clerk of the Board