

ORCHARD PARK CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION

REGULAR MEETING
DISTRICT OFFICE

January 10, 2017

2240 Southwestern Blvd, West Seneca NY

Board of Education

Members Present: Mr. Dwight Eagan
Dr. Christine Gray-Tinnesz, Vice President
Mrs. Karen Kane
Mr. Robert Mahany
Mr. Dwight Mateer
Mr. David Nielsen, President
Mrs. Elizabeth Quinlan

Members Excused: n/a

Others Present: Mr. Matthew McGarrity, Superintendent of Schools
Dr. Lisa Krueger, Assistant Superintendent – Curriculum
Mr. Jeffrey Petrus, Assistant Superintendent – Business
Mr. David Lilleck, Executive Director of Personnel & Pupil Services
Mrs. Cheryl A. Connors, District Clerk

Estimated Audience: 70

Mr. Nielsen called the meeting to order at 7:00 p.m. and led all in attendance in the Pledge of Allegiance.

ANNOUNCEMENTS

Announcements

- Mr. McGarrity spoke about the recent snow event. He wanted to let parents, staff and the Board know that the administrative team is developing recommendations and improvements for communication and safety. He thanked the transportation department staff members who went above and behind including Joe Haier, Linda Forster, Kristen Gaudagno, Marguerite Kelly, Tammy O'Neill and all of the drivers, aides and mechanics, many of whom finished their first runs early, only to return for a 2nd run. He thanked Bill Bosinski and the buildings and grounds crew for their many hours of support in terrible conditions, especially Matt Brock and Joe Haier who were actually plowing the 5 corners and many side streets with the district loader to allow buses to get through. He thanked Dave Lilleck for working with the Orchard Park Police and for helping with the students who remained at Windom. He thanked Windom principal Phil Johnson for making the experience for students comfortable, entertaining and safe. He thanked Jim Waack who stayed at Windom with students and communicated with parents until the last student left and Dave Glowicki, Windom custodian for going above and beyond. He also thanked Cheryl Connors, Julianne Becker and the entire administrative team that assisted. He also thanked Chief Pacholec and Lt. Fitzgerald and the entire Orchard Park Police Department for their leadership and dedication.

- Lt. Fitzgerald was in attendance and he added that he appreciates the willingness of the district to be a partner with the police, especially during an event like this. He talked about the weather forecast of 4-8 inches versus the actual storm totals. He thanked several school district staff members including, Joe Haier, Bill Bosinski, Dave Lilleck, Phil Johnson and Matt McGarrity and all of the Orchard Park transportation department employees. He also added that all of impacted roads around Windom that buses needed to travel on where town roads and he appreciated the help of the school district staff to lead a “convoy” with a loader and plow to get the buses and police down the streets. He also stated that we will look to evaluate what worked well and will make improvements for the future.
- Mr. McGarrity announced that Friday, January 13 is a half-day for elementary and middle school students and an early dismissal for high school students. School is not in session on Monday, January 16th in honor of Martin Luther King Junior.
- Mr. McGarrity announced that the cheerleading program at Orchard Park High School, together with Orchard Park Athletics, will host their first annual Quaker Cheer Challenge on Sunday, January 15th. The competition has two sessions with one beginning at 10am, and the second beginning at 1:30pm. Doors open at 9am.

Recognition

- Mr. Hack, athletic director, was invited by the Board to recognize fall athletics including the Scholar Athletes, championship teams, Section VI Champions, state qualifiers and collegiate signings. He mentioned that this year almost all the fall teams were Scholar Athletic teams, maintaining an average of 90 and above. Several student athletes were in the audience and were recognized by the Board of Education for their outstanding achievements in their athletic event and in the classroom.

RECOGNITION

Consensus Items

Motion by Dr. Tinnesz, seconded by Mrs. Quinlan, and unanimously carried (7-0) to approve the following consensus items as presented:

CONSENSUS

Approval of Minutes

- December 13, 2016

MINUTES

Financial Matters (attachment #1)

- Appropriation Status Report – December 2016
- Warrant Report – December 2016
- Health & Welfare Service Rates for 2016-17 Health & Welfare Service Rates for OPCSD Resident Students Attending Non-Public Schools in Other Districts for the 2016-17 School Year

FINANCIALS

Personnel Considerations

RESOLVED THAT, upon the recommendation of the Superintendent, the Board of Education approves the following Personnel actions:

PERSONNEL

Personnel Considerations - Teachers and Administrators

Appointment – Tenure (Teachers and Administrators)

Name	Current Location	Tenure Area	Effective Date	Certification Area	Certification Status
Ryan Bischof	MS	Mathematics	1/13/2017	Mathematics 7-12	Professional

Appointments – Probationary and Regular Substitute

Name	Title	Cert Area / Status	Tenure Area	Initial Location	Type / Effective Date	Annual Salary
Benjamin Mullin	Spec Ed Teacher	Stud w/Dis 7-12, Generalist / Initial	Spec Ed	HS1	Part Year Reg Sub 12/14/16-02/13/17 LOA-A .Corcoran (end date amended)	1 B (pro-rated)
Emily Fleetwood	Spec Ed Teacher	Stud w/Dis (Gr.1-6); Stud w/Dis (B-Gr.2) / Initial	Spec Ed	EG	Part Year Reg Sub 01/19/17 - 04/19/17 LOA - A. Lapadat	1 B (15) (pro-rated)

Appointments – Extra Class Activity Advisor (Teachers and Others)

Name	Title / Activity	Effective Dates	Employee Group	Salary / Stipend
Susan Stott	Computer Coding Club (EL)	2016/17	OPTA	\$1,145 Group IV Step 1
Jourdan Morgan	Choreographer (MS) @50%	2016/17	OPTA	\$375 Group V Step 2
Aaron Young	Choreographer (MS) @50%	2016/17	OPTA	\$333 Group V Step 1
Bradley Carson	Musical Manager (MS) Rescind	2016/17	OPTA	\$617 Group II Step 1 (Rescind)
Jourdan Morgan	Musical Manager (MS) @50%	2016/17	OPTA	\$1,025 Group II Step 2
Aaron Young	Musical Manager (MS) @50%	2016/17	OPTA	\$926 Group II Step 1
Jourdan Morgan	Musical Director (MS) @50%	2016/17	OPTA	\$1,025 Group II Step 2
Aaron Young	Musical Director (MS) @50% Amend	2016/17	OPTA	\$926 Group II Step 1 (Amend)

Appointments – Community Education (Teachers and Others)

Name	Title / Activity	Effective Dates	Employee Group	Salary / Stipend
Matthew Kennedy	Karate Kids 1&2, Women's Self Defense	Winter/Spring 2017	Community Member	\$20/hr
Marc Seeger	5-Hour Pre-Licensing Course	Winter/Spring 2017	Community Member	\$40/hr
John Beaumariage	5-Hour Pre-Licensing Course	Winter/Spring 2017	Community Member	\$35/hr
Doug Happ	Computer Skills 1, 2 & 3	Winter/Spring 2017	Community Member	\$25/hr
Lynn Jay	Watercolor Painting	Winter/Spring 2017	Community Member	\$15/hr
Mark Howard	Digital Photography Classes	Winter/Spring 2017	Community Member	\$25/hr
Bob Pope	Your Android Tablet	Winter/Spring 2017	Community Member	\$25/hr
Kristen Farrell	SAT Prep Course	Winter/Spring 2017	Community Member	\$50/hr
Ed Barszcz	SAT Prep Course	Winter/Spring 2017	Community Member	\$50/hr
Marc Seeger	Driver Education	Winter/Spring 2017	Driver Ed	\$40/hr
Marc Seeger	Driver Education	Winter/Spring 2017	Driver Ed	\$35/hr

Appointments – Coordinators & Instructional Leaders (Teachers and Administrators)

Name	Title / Activity	Effective Dates	Employee Group	Salary / Stipend
Jennifer Roward	Elementary Lead Teacher - Words Their Way (EG) (amended)	2016/17	OPTA	\$1,439
Theresa Bermingham	Elementary Lead Teacher - Words Their Way (EL) (amended)	2016/17	OPTA	\$1,439
Jill Schurr	Elementary Lead Teacher - Words Their Way (SD) (amended)	2016/17	OPTA	\$1,439
Nancy Krone	Elementary Lead Teacher - Words Their Way (WE) (amended)	2016/17	OPTA	\$1,439
Lindsey Shanahan	Elementary Lead Teacher - Step Up to Writing (EG) (amended)	2016/17	OPTA	\$1,439
Kimberly Kent	Elementary Lead Teacher - Step Up to Writing (EL) (amended)	2016/17	OPTA	\$1,439
Tammy Sorko-Kirsch	Elementary Lead Teacher - Step Up to Writing (SD) (amended)	2016/17	OPTA	\$1,439
Suzanne Schmidt	Elementary Lead Teacher - Step Up to Writing (WD) (amended)	2016/17	OPTA	\$1,439
Stephen Metzger	K-5 Soc Stud Coordinator	08/31/16 - 01/06/17 (amended)	OPTA	\$4,088 (pro-rated)
Jenifer Senn	K-5 Soc Stud Coordinator	01/09/17 - 06/30/17	OPTA	\$4,088 (pro-rated)
Bradley Carson	Music Coordinator (Vocal)	08/31/16 - 12/31/16 (amended)	OPTA	\$2,725 (pro-rated)

Appointments – Coaching (Teachers and Others)

Name	Title / Activity	Effective Dates	Employee Group	Salary / Stipend
Charles Mancabelli	Track & Field - Boys' Varsity	11/28/16 - 02/18/17 (amended)	Community Member	\$3,000 (amended)
Brittany Schermerhorn	Softball - Varsity	Spring 2017	OPTA	\$4,558

Leaves of Absence (Teachers and Administrators)

Name	Position	Effective Dates	Comment
Brittany Schermerhorn	Elementary Teacher (WE)	01/14/17 - 02/10/17	Unpaid LOA - Section 4.4

Contractual and Others (Teachers and Administrators) (attachment #2)

- Resolved that, the Board of Education authorizes the Board president to execute renewed personal employment agreements with Assistant Superintendent for Curriculum and Pupil Services/Dr. Lisa Krueger, Assistant Superintendent for Business & Support Services/ Jeffrey Petrus, and Executive Director for Personnel and Pupil Services/David Lilleck. The term of the agreements shall be for the period commencing on June 1, 2017 for sub-sections h(2) and m, and will continue in force through June 30, 2020. All other aspects of the agreements not specifically stated in sub-sections h(2) and m, shall be for the period commencing on July 1, 2017 and will continue in force through June 30, 2020. Terms of the agreements include annual salary increases of 2.9% for the 2017-18 school year, 2.7% for the 2018-19 school year, and 2.5% for the 2019-20 school year. District health insurance premium contribution will be 88% for the 2017-18 and 2018-19 school years, and 86% for the 2019-20 school year.

Personnel Considerations – Support Staff

Appointments (Support Staff)

Name	Position (Initial Location)	Type of Appointment	Effective Date	Compensation (Initial Schedule)
Michelle Hudak	Part-time Teacher Aide Eggert Elementary	Probationary	12/15/16-6/14/17	\$15.69/hour Salary E Schedule 6.25 hrs/day

Appointments (Support Staff Substitutes)

Name	Title Activity	Effective Dates	Civil Service Title
Kathleen Creagan	Support Staff Substitute	1/3/2017	Teacher Aide, Clerical
Paul Miller	Support Staff Substitute	1/6/2017	Bus Driver
Robert Davis	Support Staff Substitute	1/5/2017	Clerical, Monitor

Leaves of Absence (Support Staff)

Name	Title Activity	Effective Dates	Civil Service Title
Theresa Dougherty	Bus Driver (Transportation)	9/15/15 - 1/10/2017 (end date amended)	Unpaid LOA - Medical
Amanda Pirrami	Part-Time Teacher Aide (DO)	12/21/17 – 1/31/17	Unpaid LOA - WC

Appointments – Mentors (Support Staff)

Name	Title / Activity	Effective Dates	Employee Group	Salary / Stipend
Judith Kozoduj	Mentor to Susan Bodkin Part-time Clerk Typist (EL)	12/8/2016 - 12/7/17	OPSRPA	\$200.00
Colleen Plunket	Mentor to Michelle Hudak Part-time Teacher Aide (EG)	12/15/16 - 12/14/17	OPSRPA	\$200.00
Eileen Tomaka	Mentor to Kathleen Holland Part-time Teacher Aide (EL)	12/19/16-12/18/17	OPSRPA	\$200.00
Donna Annichiarico	Mentor to Joseph Ciralo Part-time Bus Driver	12/12/16 - 12/15/17	OPSRPA	\$200.00
Joann Powers	Mentor to Carol Fridmann Part -time Bus Attendant	12/12/16 - 12/15/17	OPSRPA	\$200.00
Nancy Kendziora	Mentor to Ryan Reid Full-time Laborer	1/3/17 - 1/2/18	OPSRPA	\$200.00

Resignations and Retirements (Support Staff)

Name	Position	Effective Dates	Comment
Mark Cavallaro	Custodian	1/27/2017	Retirement 37.50 years of service

Contractual and Other (Support Staff)

- Whereas, the Board of Education has received and reviewed the written findings of fact and recommendation of the officer dated December 26, 2016, pertaining to Theresa Dougherty, an employee of the District and
Whereas, the hearing officer concluded that Ms. Dougherty has been absent from her employment with the District for a cumulative total of one (1) year or longer as a result of a non work related disability and that Ms. Dougherty was not able to return to work as of the date of the scheduled hearing, and
Whereas, the hearing officer recommended that Ms. Dougherty be discharged pursuant to Civil Service Law Section 73 subject to her reinstatement rights as provided by law,
Now, therefore, it is resolved that Theresa Dougherty is hereby discharged from employment with the Orchard Park Central School District pursuant to CSL §73, effective January 10, 2017 subject to her re-employment rights as provided by law.

Special Education (attachment #3)

- Recommendation by the Committee on Special Education for **Annual Reviews of Thirty-Seven (37)** Resident Children
- Recommendation by the Committee on Special Education for the **Program Review of Eight (8)** Resident Children
- Recommendation by the Committee on Special Education for **Re-Evaluation of Eight (8)** Resident Children
- Recommendation by the Committee on Special Education for the **Initial Educational Placement of Five (5)** Resident Children
- Recommendation by the Committee on Special Education for **Amendments of Seventeen (8)** Resident Children
- Recommendation by the Committee on Special Education for **Declassification of Two (2)** Resident Children
- Recommendation by the 504 Committee for the **Accommodation Plan of Twenty-Four (4)** Resident Children
- Recommendation by the Committee on Preschool Special Education for the **Preschool Annual Review of Seven (7)** Resident Children
- Recommendation by the Committee on Preschool Special Education for the **Preschool Program Review of Two (2)** Resident Children
- Recommendation by the Committee on Preschool Special Education for the **Preschool Initial Educational Placement of Eight (8)** Resident Children
- Recommendation by the Committee on Preschool Special Education for the **Preschool Amendments of Two (2)** Resident Children
- Recommendation by the Committee on Preschool Special Education for the **Preschool Declassification of One (1)** Resident Child

Board/Committee Reports

- **Facilities Committee** – Mr. Petrus stated the focus of the last meeting of the committee was on the high school portion of a future project. The next meeting the committee will discuss long range planning for district facilities.
- **STAP Comm** – A member of the committee stated they are working on February 11th Winter Homecoming activities including spirit week. They are continuing they work on Kaley's Kindness and the blanket making.

Discussion

- **Zoup! Donation for Varsity Girls Basketball** – Mr. Petrus stated that Zoup! would like to donate \$200 to cover the cost of trophies for the Girls Varsity Basketball Tournament.
- **Quaker Athletic Booster Club Donation for Football Program** – Mr. Petrus stated the boosters would like to donate \$1,034 to the district to cover the cost of the renewal of the Glazier Clinics Online Season Pass for the football coaches and the registration for up to five coaches to attend the NYSHSFCA 2017 football clinic in Syracuse NY.
- **Surplus Athletic Uniforms** – Mr. Petrus the athletic department would like to have declared several uniforms that are torn or over 12 years old, as part of the uniform replacement schedule. The uniforms will be donated to GOALS Universal.
- **E2CC BOCES 2017-18 Annual Meeting and Component District Vote Date** – Mrs. Connors stated that BOCES has set the date for the component district vote for April 18.

REPORTS

DISCUSSION

- **Final Read of Policies 3210 - Visitors to School & 6214 - Certified Personnel: Probation & Tenure** – Dr. Krueger stated that these policies were presented to the Board as a first read on December 13. There have been no suggested changes to the policies for consideration of re-adoption.
- **First Read of Policy 7521 – Students with Life-Threatening Health Conditions** – Dr. Krueger stated that this policy underwent significant revision in the spring and the changes being requested as a first read are to include the district’s ability to stock supplies of Naloxone (Narcan) an overdose antidote. There is no cost to the district for the supplies since BOCES will be providing them. There will be some requires for staff training regarding the use of the antidote.
- **IRS Mileage Rate Change** - Mr. Petrus stated that the IRS has decreased the rate from .54 cents per mile to 53.5 cents per mile as of January 1, 2017.
- **Annual 4-Year Budget Projection** – Mr. Petrus stated that the projection are estimates which do not include new programs or curriculum and reflect current staffing levels. Mr. Petrus also spoke about the possibility of setting up a Capital Reserve for future facilities projects.

ACTION

ACTION

ACCEPTANCE OF DONATION FROM ZOUP!

Motion by Dr. Tinnesz, seconded by Mrs. Quinlan, and unanimously carried (7-0) approve the following resolution:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent, hereby accepts the donation of \$200 from Mr. Michael Witkow (Zoup!) to the athletic department to purchase trophies for the Girls Varsity Basketball Tournament

ACCEPTANCE OF DONATION FROM QABC

Motion by Dr. Tinnesz, seconded by Mrs. Quinlan, and unanimously carried (7-0) approve the following resolution:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent, hereby accepts the donation of \$1,034 from the Quaker Athletic Booster Club to pay for the renewal of Glazier Clinics Online Season Pass and for up to 5 football coaches to attend the NYSHSFCFA 2017 Football Clinic in Syracuse.

DECLARATION OF ATHLETIC UNIFORMS AS SURPLUS

Motion by Dr. Tinnesz, seconded by Mrs. Quinlan, and unanimously carried (7-0) approve the following resolution:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent, hereby declares the athletic uniforms as listed as surplus.

- 1 Varsity Football Jersey (tore beyond repair) – parent will purchase
- 1 Set of home & away Boys Basketball uniforms (12 + years old)
- 1 Set of home & away Girls Basketball uniforms (12 + years old)
- 1 Set of home & away Boys Lacrosse uniforms (12 + years old)
- 35 Pairs of black shorts (12 + years old)

SCHEDULING OF BOARD MEETING ON APRIL 18

Motion by Dr. Tinnesz, seconded by Mrs. Quinlan, and unanimously carried (7-0) approve the following resolution:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent, hereby schedules a Board of Education meeting on Tuesday, April 18, 2017 at 5:00 p.m. in the district office.

Motion by Dr. Tinnesz, seconded by Mrs. Quinlan, and unanimously carried (7-0) approve the following resolution:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent, hereby adopts policies 3210 – Visitors to the School and 6214 – Probation and Tenure as written.

3210: VISITORS TO THE SCHOOLS

In an effort to provide a safe and orderly environment for students and staff, the following procedure shall be followed by all visitors to schools.

- a) Visitors may be granted entrance to school buildings upon:
 - 1. Stating the intention of their visit;
 - 2. Presenting government-issued photo identification (ex. Driver’s License, passport);
 - 3. Having identification scanned through a visitor management system, which may include a screening within sex offender database registries.
- b) All visitors are expected to wear a visitor’s identification badge, and limit their location within the building to that which they were granted access to.
- c) Visitations to classrooms for any purpose require permission in advance from the Building Principal and/or designee in order to allow teachers the opportunity to arrange their schedules to accommodate such request.
- d) Board-sanctioned visits of Board members shall comply with Policy #2160. When individual Board members visit the schools in any other capacity, they must abide by the regulations and procedures developed by the administration regarding school visits.

Education Law Section 2801

Penal Law Sections 140.10 and 240.35

6214: PROBATION AND TENURE

Certified staff members will be appointed to a probationary period by a majority vote of the Board upon recommendation of the Superintendent.

Teachers, all other members of the teaching staff, administrators, directors, supervisors, principals, and all other members of the supervisory staff, except associate, assistant, and other superintendents, will be appointed to a probationary period of four years. The probationary period will not exceed three years for teachers previously appointed to tenure in this or another school district or BOCES within the state, provided that the teacher was not dismissed from the prior district or BOCES and met the required annual professional performance review (APPR) rating in his or her final year of service there. Additionally, up to two years of service as a regular substitute teacher may be applied toward probationary service. (This is sometimes referred to as Jarema Credit.)

During the probationary period, a staff member will be given assistance in adjusting to the new position, but the essential qualifications for acceptable performance will be assumed because the staff member attained the required certification or license.

A staff member's appointment may be discontinued at any time during his or her probationary period upon the recommendation of the Superintendent and by majority vote of the Board. Any person not recommended for tenure appointment will be notified in writing by the Superintendent no later than 60 days before his or her probationary period expires.

Tenure

The Board will follow all applicable laws and regulations regarding tenure.

At the expiration of the probationary period or within six months prior, the Superintendent will make a written report to the Board recommending for appointment to tenure 1) those non-teaching certified staff members who successfully completed their probationary period in the District, and 2) teachers and principals who have been found competent, efficient, and satisfactory, and who have received the APPR rating of effective or highly effective in at least three of the preceding four years. If a teacher or principal receive an APPR rating of ineffective in their final probationary year, the Board may not award tenure, but may extend that teacher's or principal's probationary time by an additional year. The teacher or principal may be eligible for immediate tenure if he or she successfully appeals the ineffective rating. The Board may then—by a majority vote—appoint to tenure any or all of the persons recommended by the Superintendent.

Resolutions Making Appointments

Each Board resolution making a probationary appointment or an appointment on tenure will specify:

- a) The name of the appointee;
- b) The tenure area or areas in which the professional will devote a substantial portion of his or her time;
- c) The date probationary service or service on tenure commences in each area;
- d) The expiration date of the appointment, if made on a probationary basis. For appointments of classroom teachers and principals, the resolution must state that:
 1. To receive tenure, the individual must receive composite or overall APPR ratings of effective or highly effective in at least three of the four preceding years; and
 2. If the teacher or principal receives an ineffective composite or overall APPR rating in his or her final year of probation, he or she will not be eligible for tenure at that time; and
- e) The certification status of the appointee in reference to the position to which the individual is appointed.

*Education Law §§ 2509, 2573, 3012, 3012-c, 3012-d, 3014, and 3031
8 NYCRR §§ 30-1.3, 80-3.6, 80-3.9, and 80-3.10*

Adjournment

Motion by Dr. Tinnesz, seconded by Mrs. Quinlan, and unanimously carried (7-0) to adjourn at 7:51 p.m.

Respectfully submitted,

Cheryl A. Connors
District Clerk

Official Meeting Attachments

1. Financials
2. Assistant Superintendents & Executive Director Contracts
3. Special Education

Other Meeting Attachments

1. Official Meeting Announcement
2. Meeting Agenda

ADJOURNMENT