

**HCSD Board Members:**

Brian Lynch, Pres., Michael Buck, VP, Rose Apgar,  
Mark Brinthaupt, Mary Anne Holleran,  
James Jacobus, John Lively, Ruth Miller, Pamela Strollo,  
and Student Rep. Daniel Strack

**Central Administrative Team:**

Ralph Marino, Jr., Ed.D., Superintendent  
Alice Learn, Assistant Superintendent  
Judy Christiansen, Human Resources, Dir.  
Kim Williams, Student Servs. Director

**HORSEHEADS CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION  
H.R. Committee  
January 12, 2011  
3:30 p.m.  
Superintendent's Conference room**

**MINUTES**

**Pledge of Allegiance**

**1. CALL TO ORDER**

Chair Mark Brinthaupt called the meeting to order at 3:33 p.m.

**2. ROLL CALL OF THOSE IN ATTENDANCE**

The following committee members were in attendance: Mark Brinthaupt, Chair, Mike Buck (arrived at 3:40 p.m.), Brian Lynch, Pam Strollo (via telephone) Ralph Marino, Superintendent, and Judith Christiansen

**3. DISCUSSION ITEMS**

3.1 H.R. Recommendations for 1/27/11 BOE

The items were reviewed.

3.2 Review of Health Insurance Information

Claims information was reviewed.

3.3 Retirement Incentive

Mrs. Christiansen shared that MOUs were negotiated with all of the bargaining units. She has planned some informational meetings for employees regarding the incentive. Employees must give notice of intent to retire by February 1; the District will inform employees if the \$500,000 threshold has been met by February 15; if the threshold is not met, employees have until March 1 to rescind their retirement.

3.4 Negotiation News

Mrs. Christiansen reviewed the Settlement Agreement with the Non-Instructional Supervisor's Unit. The Agreement will be brought to the Board for ratification at the January meeting.

3.5 Revised Tenure Review list

Slight revisions were made to the tenure review list

3.6 Tenure Reviews

Building principals reviewed the following employees for tenure:

Kirsten Mucci		RR		Elementary
Kelly Murray		RR		Elementary
Kristen Miller		CS		Special Education

3.7 PERB matter with CSEA – possible settlement

This matter was discussed by the committee. The committee recommended that we continue discussions with the Association regarding the matter.

3.8 High School Science Department

Mrs. Christiansen updated the committee about staffing in the Science Department.

**4. GOOD OF THE ORDER**

There were no items presented for the good of the order.

**5. EXECUTIVE SESSION - NONE**

**6. ADJOURNMENT**

The meeting was adjourned at 4:35 p.m.

**UPCOMING 2010-11 H.R. Committee MEETINGS:** February 9, 2011, March 16, 2011, April 13, 2011, May 11, 2011, June 8, 2011

**NOTE: These Committee meetings are subject to change.**

**(Please call 739-5601 ext. 4214 to be sure meeting is still scheduled to take place)**

**cc: Board President, Board Vice-President, Superintendent, Admin. Assistant to Supt., and  
Community Information Specialist**