

**HCSD Board Members:**

Brian Lynch, Pres.; Pam Stollo, VP; Rose Apgar; Karen Boulas;  
Mark Brinthaup; Warren Conklin; James Jacobus; Doug Johnson;  
David Sadler; and Student Rep. Kate Reasons and Alternate  
Danielle Fuller-Sincock

**Central Administrative Team:**

Ralph Marino, Jr., Ed.D., Superintendent  
Judy Christiansen, Human Resources, Dir.  
Kim Williams, Student Servs. Director  
Karen Bracy, Elem. Ed. Director  
Jay Hillman, Secondary Ed. Director  
Katy Buzzetti, School Business Admin.

**HORSEHEADS CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION HUMAN RESOURCES COMMITTEE  
November 12, 2014 at 3:30 P.M.  
SUPT'S CONFERENCE ROOM**

**MINUTES**

**Pledge of Allegiance**

**1. CALL TO ORDER**

Mr. Brinthaup called the meeting to order at 3:30 p.m.

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

Committee members in attendance: Mark Brinthaup, Warren Conklin, Brian Lynch, Pam Stollo, Judy Christiansen and Ralph Marino, Jr.

**3. DISCUSSION ITEMS**

**3.1 H.R. Recommendations for November BOE meeting**

The draft Recommendations were reviewed by the Committee. They shall be presented to the full Board for approval at the November Board meeting.

**3.2 Health Insurance Claims and Informational Update**

**3.2.1 Claims information**

Claims were reviewed.

**3.3 2014-15 Substitute rates (continued discussion)**

The committee discussed increasing the rates for substitute teachers. The following rates will go to the full Board for approval: Certified Teacher \$95/day; Retired Teacher: \$125/day. The change will go into effect December 1, 2014.

**3.4 Retirement Incentive**

Mrs. Christiansen reviewed the incentive. She will report out to the full Board in December as to the results.

**4. GOOD OF THE ORDER**

Mrs. Christiansen reviewed the dental renewal with the Committee. It will be an agenda item on the November Board meeting.

**5. ADJOURNMENT**

Mr. Brinthaup adjourned the meeting at 3:48 p.m.