

HCSD Board Members:

Brian Lynch, Pres.; Pam Strollo, 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
January 14, 2015 at 3:30 P.M.
SUPT'S CONFERENCE ROOM**

MINUTES

Pledge of Allegiance

1. CALL TO ORDER

In the absence of Mr. Brinthaup, Warren Conklin called the meeting to order at 3:30 p.m.

2. ROLL CALL OF THOSE IN ATTENDANCE

The following members were in attendance: Warren Conklin, Pam Strollo (via telephone), Judy Christiansen and Ralph Marino, Jr.
Mark Brinthaup and Brian Lynch were excused from the meeting.

3. DISCUSSION ITEMS

3.1 H.R. Recommendations for January BOE meeting

The Recommendations were reviewed. They will go to the full Board for approval at the January meeting.

3.2 Health Insurance Claims

Claims information was reviewed.

Mr. Conklin raised an issue about the increasing costs of Generic Drugs. Mrs. Christiansen will mention this issue to Blue Cross when they do the annual utilization review.

3.3 Review of Probationary Teachers

Jessen Donlon (Speech, Big Flats) and Katy Kashmer (Special Education, Big Flats) were both reviewed for tenure by Principal Elizabeth Scaptura. Both will be presented to the full Board for tenure in June, 2015.

3.4 Substitute rates for non-instructional staff

Mrs. Christiansen recommended, and the committee agreed, to raise the substitute rate from \$8.75 to \$9.75 for Teaching Assistant and Secretarial substitutes. Rationale for change: In January of 2015, the minimum wage was raised to \$8.75; in the past, Teaching Assistant and Secretarial substitutes were paid higher than minimum wage. In order to maintain our substitute pool in these two areas, the increase is recommended. The recommendation will go to the full Board for approval at the January meeting, to be effective on February 1, 2015.

4. GOOD OF THE ORDER

Mrs. Christiansen presented a contract for the administration of one Workers' Compensation Claim. The contract is needed to cover an old claim (pre-1997) that our previous Workers' Compensation carrier (Utica National) will no longer cover. Mrs. Christiansen will present the contract to the full Board for approval at the January meeting.

5. ADJOURNMENT

There being no other business, the meeting was adjourned at 3:53 p.m.

Cc: Cathy Sutton, Susan Pirozzolo