

DRAFT

**Horseheads Central School District
Special Business Meeting of the Board of Education
Multi-Media Center (HS South Wing)
August 2, 2016**

Present: Boulas, Christmas, Conklin, Johnson, Sadler, Stollo

Also Present: Christiansen, Douglas

Absent: Christiansen, Dale, Lynch

Call to Order: Board President Pam Stollo called the Special Business Meeting of the Board of Education to order at 7:31 AM.

Agenda Changes

Board President Pam Stollo thanked everyone for coming this morning and stated there are no changes to the Agenda.

Community Questions And Comments

There were none.

Superintendent Report

Superintendent of Schools Dr. Thomas J. Douglas thanked the Board members who were in attendance and stated that the purpose of this morning's Special Business Meeting is regarding the hiring process and to assist other Superintendent's so that they are able to fill vacancies in a timely manner. Dr. Douglas stated that we are going to take Board action of some appointments this morning to guarantee that all staff will be here on opening day and also so that they will be able to resign from their current position. Dr. Douglas stated that we have the ability to continue to do some hiring between August 14th and beyond. Currently we are in a very good position for the beginning of the school year; however, if an emergency were to arise, he would need to have the authority to hire candidates for any open staffing positions.

Board Report

President's Report

There wasn't a report.

Personnel Items

HR Committee Recommendations

Moved by Boulas, seconded by Christmas.

RESOLVED that the Horseheads Central School District Board of Education approves the Human Resources Sub-Committee Recommendations as submitted.

CIVIL SERVICE SUBSTITUTES/TEMPORARY EMPLOYEES:

	<u>POSITION</u>	<u>EFFECTIVE</u>
Brantner, Cynthia	Substitute Cleaner (summer)	07/05/16
Cleveland, Heather	Substitute (various positions)	09/01/16
Hill, Nathaniel	Substitute Cleaner	07/22/16
Rice, Matthew	Laborer (summer)	07/26/16

CIVIL SERVICE RESIGNATIONS:

	<u>LOCATION/POSITION</u>	<u>EFFECTIVE</u>
Herring, Trudie	RR/Cleaner	08/12/16

CIVIL SERVICE TRANSFERS:

	<u>LOCATION/POSITION</u>	<u>EFFECTIVE</u>
Crooker, Lisa	CS/Food Service Helper	09/01/16
Shutts, Victoria	MS/Assistant Cook	09/01/16
Spaziani, Diane	RR/Food Service Helper	09/01/16
Todd, Bonnie	BF/Food Service Helper	09/01/16

INSTRUCTIONAL CONTRACT SUBSTITUTE:

	<u>LOCATION/POSITION</u>	<u>EFFECTIVE</u>	<u>SALARY</u>
Drewno, Kailee	IS/Contract Substitute	11/02/16 – 06/30/17	\$95/day
Licht, Elizabeth (Libby)	MS/Contract Substitute .8	09/01/16 – 06/30/17	\$95/day (Prorated)

INSTRUCTIONAL LEAVE OF ABSENCE:

	<u>LOCATION/POSITION</u>	<u>EFFECTIVE</u>	<u>SALARY</u>
Green, Erin	BF/Psychologist	11/04/16 – 12/22/16	\$51,637 (Paid Maternity)
Privetts, Shavon	IS/Grade 6	09/01/16 – 11/01/16	\$51,062 (Paid Maternity)

INSTRUCTIONAL LONG-TERM SUBSTITUTE APPOINTMENT:

	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SALARY</u>
Close, Abigail	GR/Speech	09/01/16 – 06/30/17	\$60,000
Drewno, Kailee	IS/Grade 6	09/01/16 – 11/01/16	\$42,918 (Prorated)
Jordan, Carly	MS/Health	09/01/16 – 06/30/17	\$46,766
Koble, Sabrina	IS/Grade 5	09/01/16 – 06/30/17	\$44,747
Licht, Elizabeth (Libby)	MS/PE – LTS .2	09/01/16 - 06/30/17	\$46,660 (Prorated)
Vence, Amy	IS/Special Education	09/01/16 – 02/24/17	\$50,662 (Prorated)

INSTRUCTIONAL RECALL FROM LAYOFF:

	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SALARY</u>
Spencer, Lee	MS/Physical Education	09/01/16	\$49,658

INSTRUCTIONAL TRANSFERS:

	<u>LOCATION/POSITION</u>	<u>EFFECTIVE</u>
DeLosa, Andrea	From: BF/Grade 1 To: BF/Kindergarten	09/01/16
Mastronardi, Jillian	From: BF/Kindergarten To: BF/Pre-K	09/01/16

INSTRUCTIONAL RESIGNATION:

	<u>LOCATION/POSITION</u>	<u>EFFECTIVE</u>
McKee, Ashley	GR/Art	07/07/16 *
Tremaine, Jennifer	BF/Speech	07/05/16

* Rescinded acceptance of position initially approved by the BOE on 7/6/16.

INSTRUCTIONAL RETIREMENTS:

WHEREAS, **Brian Tinney** will retire as a Grade 5 Teacher, effective July 21, 2016; WHEREAS, Brian is in his 29th year with the District; WHEREAS, Brian will be sorely missed by staff and students; BE IT RESOLVED, that the Board of Education accepts Brian's retirement and hopes his future years are fulfilling.

INSTRUCTIONAL APPOINTMENTS:

	<u>LOC. / TENURE AREA</u>	<u>PROBATIONARY BEGINS / END DATE</u>	<u>CERTIFICATION</u>	<u>SALARY</u>
Bennett, Nicole**	IS/Elementary Gr. 6	*09/01/16 – 08/31/19	Permanent	\$59,004
Camidge, Jaclyn**	MS/Math	*09/01/16 – 08/31/19	Professional	\$54,529
Clark, Samuel	IS/Special Education	*09/01/16 – 08/31/20	Professional	\$53,434
Cumbo, Danielle	BF/Teaching Assistant	09/01/16 – 08/31/20	Pending	\$12,288
Dotts, Jessica	IS/Elementary Gr. 5	*09/01/16 – 08/31/20	Initial	\$44,747

Evens, Anna	RR/Teaching Assistant	09/01/16 – 08/31/20	Professional	\$12,288
Frost, Christy	IS/Teaching Assistant	09/01/16 – 08/31/20	Pending	\$12,288
Gough, Carol	IS/Teaching Assistant	09/01/16 – 08/31/20	Permanent	\$12,288
Hill, Natalina	BF/Teaching Assistant	09/01/16 – 08/31/20	Pending	\$12,288
Lamar, Todd**	GR/Art	*09/01/16 - 08/31/19	Permanent	\$56,560
Nichols, Becky	CS/Teaching Assistant	09/01/16 – 08/31/20	Pending	\$12,288
Schwab, Julie	BF/Teaching Assistant	09/01/16 – 08/31/20	Pending	\$12,288

ADMINISTRATIVE TENURE APPOINTMENTS:

		PROBATIONARY		
<u>LOC. /TENURE AREA</u>	<u>SALARY</u>	<u>BEGINS / END DATE</u>	<u>CERTIFICATION</u>	
Earl, Kris**	HS/Asst. Principal	*09/01/16 – 08/31/19	Professional	\$87,000

* To the extent required by the applicable provisions of Education Law §§2509, 2573, 3212, and 3014, in order to be granted tenure the classroom teacher or building principal shall have received composite or overall annual professional performance review ratings pursuant to Education Law §3012-c and/or 3012-d of either effective or highly effective in at least three (3) of the four (4) preceding years. If the classroom teacher or building principal receives an ineffective composite or overall rating in the final year of the probationary period he or she shall not be eligible for tenure at that time. For purposes of this subdivision, *classroom teacher* and *building principal* mean a classroom teacher or building principal as such terms are defined in Sections 30-2.2 and 30-3.2 of the Commissioner’s Regulations Part.

** (3 yr. prob. period – previously tenured)

FALL SPORTS VOLUNTEER COACHING APPOINTMENTS:

<u>POSITION</u>	
Varsity Football Assistant Coach	Malloy, Jacob

FALL SPORTS COACHING APPOINTMENTS:

	<u>SPORT</u>	<u>LEVEL</u>	<u>STIPEND</u>
Malloy, Terry	Football	Modified	\$3,384.63 *
Steele, Brian	Football	Modified	\$3,384.63 *

*Revised stipends.

<u>Ayes</u>	<u>Noes</u>	<u>Abstained</u>	<u>Absent</u>
Boulas			Christiansen
Christmas			
Conklin			Dale
Johnson			Lynch
Sadler			
Strollo			

MOTION CARRIED

The Human Resources Recommendations were brought to the Board for Board action. Board Member Doug Johnson noted that presently there is not a Human Resources Sub-Committee; therefore, this should be brought to the Board as Human Resources Recommendations, not recommendations from the Human Resources Committee. Superintendent of Schools Dr. Thomas J. Douglas stated that because of the timeframe, the recommendations had to be sent via email. Doug also stated that Kris Earl will be missed as a BOCES employee, but is glad that she is a Horseheads employee.

Emergency Appointment Authority

Moved by Boulas, seconded by Sadler.

It is recommended that the Board of Education authorize the Superintendent of Schools Dr. Thomas J. Douglas, to hire candidates for any open staffing positions effective August 2, 2016, through September 29, 2016.

<u>Ayes</u>	<u>Noes</u>	<u>Abstained</u>	<u>Absent</u>
Boulas			Christiansen
Christmas			Dale
Conklin			Lynch
Johnson			
Sadler			
Strollo			

MOTION CARRIED

The approval of the Emergency Appointment Authority Resolution was brought to the Board for Board action. Superintendent of Schools Dr. Thomas J. Douglas explained the importance of this Resolution, noting that once a candidate is given the offer and appointed, the candidate then has the ability to resign from his current employment which gives the employer ample time to hire a replacement. Dr. Douglas also noted that the Board will reaffirm the appointment on record at a later date.

Board Member Comments

Board Member Doug Johnson noted that Kris Earl’s appointment should have been for a four-year appointment, not a three-year appointment.

Moved by Johnson, seconded by Conklin.

RESOLVED, that the Horseheads Central School District Board of Education approve the amendment of Agenda Item 6.1, under Administrative Tenure Appointments, Kris Earl, change the End Date to reflect August 31, 2020.

<u>Ayes</u>	<u>Noes</u>	<u>Abstained</u>	<u>Absent</u>
Boulas			Christiansen
Christmas			Dale
Conklin			Lynch
Johnson			
Sadler			
Strollo			

MOTION CARRIED

The approval of the amendment to Agenda Item 6.1, under Administrative Tenure Appointments, Kris Earl, change to the End Date to reflect August 31, 2020, was brought to the Board for Board action.

Board Member Warren Conklin inquired regarding the start time for the Special Business Meeting of the Board of Education scheduled for August 15th. Warren noted that historically the meeting has always started at 7:30 AM and this year it is an evening meeting starting at 6:00 PM and wondered why there was a change in the time. Superintendent of Schools Dr. Thomas J. Douglas stated that he was not here last year and was not aware it was a morning meeting, therefore, he will ask Cathy Sutton to try and switch it back to 7:30 AM if there are enough Board Members who will be able to be present.

Motion to Adjourn

Moved by Boulas, seconded by Christmas.

RESOLVED, that the Horseheads Central School District Board of Education adjourn from its' Special Business Meeting of the Board of Education at 7:43 AM.

<u>Ayes</u>	<u>Noes</u>	<u>Abstained</u>	<u>Absent</u>
Boulas			Christiansen
Christmas			
Conklin			Dale
Johnson			Lynch
Sadler			
Strollo			
MOTION CARRIED			

Respectfully Submitted By:

Candy L. Maine,

Candy L. Maine, District Deputy Clerk