

Minutes of the Regular Meeting of the Board of Education held at Newfield Central School on August 20, 2015.

Members Present: R. Borgella, S. Jackson, L. Korbel, P. Miller, J. Pawlewicz, G. Wiltsie

Members Absent: H. Cooper

Also Present: C. Thomas, Superintendent; J. James, Business Administrator; V. Volpicelli, Elem. Principal; C. Griggs, M.S. Principal; R. Hawk, H.S. Principal; C. Jackson, Dir. of Spec. Prog.; C. Shipos, District Clerk

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The meeting was called to order at 6:33 p.m. by R. Borgella, President.

Privilege of the Floor was offered to all in attendance.

There were no Board of Education Comments.

In addition to their written reports, administrators had updates to share. R. Hawk said that while she was sad to see familiar faces leaving, she was excited that so many talented new people have been hired. She encouraged people to follow her Twitter feed and to check out the more welcoming high school entryway now that dead trees had been removed. C. Griggs commented on the new computers in the middle school lab and classrooms and the upcoming sixth grade orientation. V. Volpicelli was glad to say that all elementary positions have been filled and the building is clean. C. Jackson reported that all student records in her department had been organized over the summer. She still has a few teacher aide vacancies to fill, as well as one special education position in the high school which will remain unfilled for now. J. James commented that she has been busy with the annual audit and state aid reporting.

C. Thomas opened discussion on the funds available for BOE training. Out of the \$1500 budgeted, over \$900 has been spent on mandated training for new members. There is not enough money remaining to send anyone to the NYSSBA conference (at an estimated cost of \$1700 each). Board officer training for the new President and Vice President is available at a cost of \$270 each. C. Thomas also asked the Board for their thoughts on a possible retreat. J. Pawlewicz said that she felt the officer training was most important. She also offered her home as a low-cost option for a retreat site. L. Korbel mentioned that retreats used to be held at BOCES, with the District Superintendent facilitating. S. Jackson agreed that the NYSSBA conference was out of reach. P. Miller asked about officer training through CNYSBA as a less expensive option. R. Borgella said that he would like to see some sort of retreat, done as cheaply as possible, but would like to include time spent with the attorney. He asked the group what they'd like to do at the retreat. L. Korbel said that it should focus on team-building and Board self-evaluation. S. Jackson agreed that team-building was important. C. Thomas asked the Board to think about priorities and let her know at the next meeting. In the meantime, she will contact Dr. Matteson about facilitating an evening retreat in November and register R. Borgella (and possibly H. Cooper) for officer training.

Motion was made by G. Wiltsie, seconded by P. Miller, to approve the following on a consent agenda:

Approval of Payroll through September 17, 2015;

Approval of attached CSE/CPSE Recommendations (Attachment 15-16-16);

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Adoption of the Newfield Central School District 2015-17 Professional Development Plan (Attachment 15-16-17);

Adoption of the following resolution:

*WHEREAS, Denise Nosewicz, teacher aide in the Newfield Central School District, was appointed on September 1, 2014 with a probationary period through November 1, 2015.*

*AND WHEREAS, the District wishes to extend the probationary term to accommodate the periods of paid and unpaid leave, for a total of 17 days;*

*NOW THEREFORE BE IT RESOLVED that the probationary terms are extended as follows:*

*Denise Nosewicz – Teacher Aide - probationary appointment extended to November 18, 2015.*

Approve the Superintendent's recommendations on the following extra-curricular positions for the 2015-16 school year or season:

- a) Elementary Chorus - Rebecca Harris
- b) Interact Club - Nicole Webster
- c) H.S. Yearbook - Liz Atkins (.5) and Brooke Sterio (.5)
- d) HS Student Council - Brooke Sterio (.5)
- e) Grade 11 Advisor - Liz Atkins (.5)
- f) Art Club - Lyndsey Galasso
- g) Volunteer (Drama) - Jason Keagle

Approval of the following updated substitute list(s) (Attachment 15-16-18):

- a) Districtwide Teaching Substitute List
- b) Districtwide Non-teaching Substitute List

Motion carried 6 in favor, 0 opposed.

Motion was made by J. Pawlewicz, seconded by L. Korbelt, to approve the attached Claims (Warrant #10-11). Motion carried 6 in favor, 0 opposed.

Motion was made by J. Pawlewicz, seconded by L. Korbelt, to approve the Treasurer's Reports for May and June 2015. Motion carried 6 in favor, 0 opposed.

Motion was made by G. Wiltsie, seconded by L. Korbelt, to adopt the second reading of the following policy additions, deletions and/or revisions:

- a) 5300 Code of Conduct

G. Wiltsie stressed the need for faculty and staff "buy-in" to the DASA requirements. C. Thomas distributed a brochure on DASA put out by NYSED. This brochure will be handed out at staff opening day and Open Houses. R. Borgella suggested that information also be placed in the newsletter.

Motion carried 6 in favor, 0 opposed.

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Motion was made by P. Miller, seconded by S. Jackson, to accept the following resignation(s):

- a) Courtney Wilcox's resignation from her position of Art Teacher effective August 26, 2015
- b) Brenda Barnstead's resignation from her position of Special Education Teacher effective August 31, 2015
- c) Erin L'Amoreaux's resignation from her position of Teacher Aide effective September 8, 2015
- d) Courtney Utter's resignation from her position of Teacher Aide effective August 20, 2015
- e) Terri Jordan's resignation from her position of Administrative Assistant, Level 3, effective August 20, 2015

J. Pawlewicz expressed her sadness at seeing two more teachers go. R. Borgella read a portion of C. Wilcox's letter to illustrate that this was a positive move on her part and not a reaction to any negative feelings about the District.

Motion carried 6 in favor, 0 opposed.

Motion was made by P. Miller, seconded by G. Wiltsie, to approve the Superintendent's recommendation of the following appointments:

- a) Karen Moseley - part time 10-month position of School Monitor effective September 8, 2015 at the rate of \$8.75/hr. (probationary period through November 7, 2016)
- b) David Reinard - permanent appointment to a full time 12-month position of Custodian effective August 21, 2015 at the current rate of pay, probationary period through August 20, 2016. due to the successful completion of Civil Service requirements for this competitive position
- c) Rebecca Harris - three-year probationary appointment in the Music tenure area effective September 1, 2015 through August 31, 2018 at \$52,000 + \$800 MS stipend
- d) Senica Moseley - part time 10-month position of Student Aide at minimum wage effective September 9, 2015
- e) Andrew Johnston - four-year probationary appointment in the School Library Media tenure area effective September 1, 2015 through August 31, 2019 at \$40,000 + \$800 MS stipend
- f) Lyndsey Galasso - four-year probationary appointment in the Art tenure area effective September 1, 2015 through August 31, 2019 at \$37,500 + \$800 MS stipend

A question was asked regarding the establishment of starting rates. C. Thomas responded that they were based on years of experience and the salaries of existing employees at similar levels.

Motion carried 6 in favor, 0 opposed.

Motion was made by L. Korbel, seconded by J. Pawlewicz, to award the following bids for the Boiler Replacement Project:

- a) Mechanical Contract #1: Frey & Campbell in the amount of \$361,800 (Base and Alt. 2)
- b) Electrical Contract #2: Blanding Electric, Inc. in the amount of \$9,425

Motion carried 6 in favor, 0 opposed.

Motion was made by P. Miller, seconded by L. Korbel, to adopt the attached resolution authorizing execution of letter for financial consulting services by Bernard P. Donegan, Inc. (Attachment 15-16-19).

Motion carried 6 in favor, 0 opposed.

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Motion was made by L. Korbel, seconded by J. Pawlewicz, to adopt the following resolution authorizing the administration to establish appropriate look-back and stability period in relation to ACA compliance:

*WHEREAS, Section 1513 of the Patient Protection and Affordable Care Act ("ACA") requires all "applicable large employers" to provide health coverage meeting certain requirements to at least 95% (70% in 2015) of its full-time employees in order to avoid paying an "employer shared responsibility" penalty of \$2,000 per year per full-time employee; and*

*WHEREAS, the ACA also requires all applicable large employers who provide qualifying health coverage to a sufficient percentage (described in the preceding recital) of their full-time employees to pay a monetary penalty for each employee who is not provided "minimum essential coverage" sponsored directly or indirectly by the employer that is "affordable" based on the employee's household income; and*

*WHEREAS, Sections 6055 and 6056 of the Internal Revenue Code impose certain reporting obligations on applicable large employers and employers who sponsor certain self-funded health benefits whereby information on coverage offered to full-time employees and an employer's compliance with the requirements described in the preceding recitals ("Employer Mandate") is transmitted to full-time employees and to the Internal Revenue Service; and*

*WHEREAS, because it employed more than fifty full-time employees and full-time employee equivalents in 2014, the District is an "applicable large employer" within the meaning of Section 1513 of the ACA; and*

*WHEREAS, under Section 4980H of the Internal Revenue Code and regulations promulgated thereunder, the District is permitted to establish and utilize certain measurement periods over which the status of the District's employees as full-time or not full-time may be determined and certain stability periods during which employees' status so determined shall be applied, for the purpose of establishing the District's liability for penalties for non-compliance with the Employer Mandate; and*

*WHEREAS, the District has procured the advice and assistance of Locey & Cahill, LLC, a consulting firm located in Syracuse, New York, and Sayles & Evans, the District's legal counsel, in determining how it should structure measurement and stability periods so as to minimize penalties it might owe for non-compliance with the Employer Mandate;*

*NOW THEREFORE, be it:*

*RESOLVED, that the Superintendent is authorized and directed to establish, implement, and modify (as necessary) such initial measurement periods, standard measurement periods, administrative periods, and stability periods, all as described in Section 4980H of the Internal Revenue Code and the regulations and guidance promulgated thereunder (as each of the foregoing may be amended from time to time) as she may deem necessary or appropriate to enable the District to best comply with the Employer Mandate and minimize penalties owed by it for failure to comply with the Employer Mandate while following the compensation agreements and policies entered into and established by the District, as they may be modified from time to time; and be it further*

*RESOLVED that the Superintendent is authorized to execute and deliver all such documents and instruments and take all such further actions as may be necessary or appropriate to the accomplishment of the purpose of the foregoing resolution.*

Motion carried 6 in favor, 0 opposed.

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Motion was made by L. Korbel, seconded by G. Wiltsie, to adopt the first reading of the following policy additions, deletions and/or revisions:

- a) 8414.1 Bus Driver Qualifications and Training
- b) 9310 Employee Medical Examinations
- c) 9540.2 Worker's Compensation
- d) 9540.3 Retiree Health Insurance - Lapse of Payment
- e) 9600 Staff Conduct
- f) 9610 Staff Substance Abuse
- g) 9700 Staff Growth and Development
- h) NYSPHSAA Transgender Guidelines (for inclusion in the Athletic Handbook)


Motion carried 6 in favor, 0 opposed.

Motion was made by J. Pawlewicz, seconded by G. Wiltsie, to accept the minutes of the meetings held on August 6, 2015. Motion carried 6 in favor, 0 opposed.

Privilege of the Floor was offered to all in attendance.

Motion was made by S. Jackson, seconded by P. Miller, to adjourn the meeting at 7:58 p.m. Motion carried 6 in favor, 0 opposed.

Respectfully submitted,



Catherine L. Shipos  
District Clerk