

BOARD MEETING: Regular
DATE: Wednesday, September 17, 2014
TIME: 6:15 p.m.
PLACE: Naples High School Cafeteria

- I. Meeting Called to Order
- II. Roll Call
- III. Adopt the Agenda of the Regular Meeting of September 17, 2014 (Board Action)
- IV. Executive Session (Board Action)
- V. Pledge of Allegiance

VI. Public Comments: The Board of Education invites you, the residents of our school community, to feel comfortable in sharing matters of interest or concern that you might have with us. The Board President will be happy to recognize those of you who wish to speak. We would ask that you come forward and please identify yourself before presenting your thoughts.

Those items brought to the attention of the Board during this time may be taken under consideration for future response or action. *(Individual comments will be limited to three minutes.)*

As a matter of courtesy, we ask that issues related to specific School District personnel or students be brought to the attention of the Superintendent of Schools privately. Thank you for this consideration.

Board Response: The Board of Education is committed to keeping communication open and transparent. The Board of Education President will be working with the Board and the Superintendent to make every effort to respond to public comments directed to the Board of Education at previous meetings, during the next scheduled meeting.

- VII. Points of Interest
- VIII. Superintendent Recognitions & Updates

- Kudos
- Review of Mission Statement (Board of Education Goal)
- Attendance
- State Aid Planning Update
- Graduates of Distinction
- Capital Project Ribbon Cutting & Open House
- NCS Athletic Hall of Fame Induction

- IX. Administrative Reports

- Elementary Principal
- Secondary Principal
- Director of Pupil Personnel
- School Business Administrator
- Student Representative

- X. Board Reports

- WFL BOCES Board Meeting
- Community Education
- Budget Committee

- XI. Minutes (Board Action)

- XII. Certification of Lead Evaluator (Board Action)

- XIII. Affordable Health Care Act

- Adoption of Standard Measurement, Stability and Administrative Periods

- XIV. Business (Board Action)

- Donation
- Appoint Voting Delegate for NYSSBA Convention

- XV. Personnel (Board Action)

- Resignation
 - Teacher Aide
 - School Monitor
- Approval
 - Prevention Services Educator at the Council on Alcoholism & Other Dependencies of the Finger Lakes

- Appointments
 - Teacher Aide
 - School Monitor
 - Bus Driver

- 2014-2015 Department Chairperson
- 2014-2015 Coaches

- XVI. Consent Agenda Items (Board Action)

- CSE & CPSE Placements
- Substitutes
 - Teachers
 - Teacher Aide
 - School Monitor
 - Typist
 - Clerk
 - Lifeguards
 - Bus Driver
 - School Bus Monitor

thankful to be a part of the Naples Central School District and to have the administrative team that we have, noting some of the questions that came up from other Districts were scary with some of the situations they have to deal with, adding some districts do not work well together but at Naples while we may not always have the same opinion on something we seem to be very respectful and are able to listen to each other which is not the case everywhere. Mr. Brautigam stated the training was very informative, however he felt one of the biggest things he learned was that we have a great District here in Naples.

Board Member Ronald Burke noted the passing of Naples resident John Halleran, a person who was loved by much of the community, stating Mr. Halleran had shown him what a community can do in combination with the school, noting the annual St. J's 5K race which Mr. Halleran worked to organize, brings us together each year as a wonderful school community, adding that thoughts and prayers would be appreciated for John's family.

Board President Margo Ulmer announced that this would be the last meeting we would have the pleasure of having Director of Pupil Personnel Alan Moore at a board meeting as he would be retiring at the end of the month, stating on behalf of the Board of Education she was at a loss for words to express all the wonderful things Mr. Moore has done for our students and staff and the support he has given the Board of Education, noting his contribution to the District is highly respected and they were all very grateful to him, thanking Mr. Moore and wishing him luck in his retirement. Superintendent Frahm stated that Mr. Moore would be greatly missed, inviting him to continue to join them for Board of Education meetings on Wednesday evenings, noting all the different ways the District has come to know Mr. Moore, as a teacher, as "Woody" for Halloween, for his festive and kid friendly ties, as a Principal during the time when Naples was recognized as a Blue Ribbon School, as Director of Pupil Personnel, as a Naples graduate who worked at Bob & Ruth's while in High School, as a community member who lives in town and is a father of four great daughters, and as a friend. Mr. Frahm presented Alan with a gift basket from the District, congratulating him and wishing Alan the best in retirement, stating he would be greatly missed.

Superintendent Recognitions & Updates

1. Kudos: Superintendent Frahm stated Deputy Rick Jaus, our School Resource Officer, had given a presentation to the 7th and 8th grade Social Studies classrooms on his experience working to collect evidence in NYC after the attacks on 9/11, noting the students were very attentive during the presentation and as soon as the opportunity to ask questions came up the whole room's hands went up, adding it was a really neat experience watching and listening to Rick this past week, stating he will also be presenting to the Naples Rotary at the end of October, adding he wanted to recognize Deputy Jaus' continued role at the District.
2. Superintendent Frahm highlighted the upcoming Capital Project ribbon cutting/open house ceremony scheduled for September 19th at 5:00 p.m. at the High School, noting from 3:45 to 5:00 p.m. there would be an Elementary School Open House with pizza to eat, tours offered of the building, and open swim at the new pool, then the ribbon cutting at 5:00 p.m. on the front steps, then from 5:30 to 7:00 p.m. there would be a High School activity night, inviting everyone to come.
3. Mr. Frahm noted it would be Homecoming Weekend, and the school would be inducting their first group into the Naples Athletic Hall of Fame, adding the induction would be two parts, the first part at the annual Sports Booster Club breakfast at 8:30 a.m. in the High School cafeteria where the recipients would be attending the breakfast and then between

the games at the park, the plaques would be presented to the recipients, John Clark, Melissa Johnson-White, Ed Joseph, Gordon Joseph, Jake Joseph, Frank Reddout and Gary Schenk.

4. Superintendent Frahm stated he had sent out an attendance letter to students and parents, talking about the importance of attendance as we start the new school year, noting that every bit of research shows you have to be in school to take advantage of the academic programs that exist, emphasizing if a student wants to do well in school they have to be here, noting the District has a 95-96% attendance rate however we would like to see it go up, asking the community to partner with the District to make sure students are in school.
5. Mr. Frahm noted one of the board goals is to review the District mission statement, stating he had previously taken a trip to East Syracuse-Minoa Central School District with former Superintendent Kim Ward and at ESM the District had taken a lot of time to develop their mission statement and their District sticks to the statement, adding it is a school that puts a special emphasis on STEM programs, science, and problem solving. Superintendent Frahm stated it was a reminder that when we make big decisions about budget, curriculum, staffing and all those different things we should be able to come to some sort of anchoring statement, adding the District might have a mission statement we like but we really aren't using it, therefore we either want to start communicating it more regularly and using it or perhaps take some time to review it. Mr. Frahm stated the proposal right now as a board goal is to look at putting together a representative group that will reach out to different stake holders, students, parents, bargaining units, administrators, etc. and committing to three or four meetings this fall and this winter, noting Mr. Gary Mix has done this work in different districts and is willing to facilitate the process, adding they would be looking critically at the District's mission statement and deciding if the District likes the mission statement we have and can we find ways to use it in a meaningful way?; do we like it but we can make some minor adjustments?; or does the District need to create a different mission statement? Mr. Frahm stated this was the process they had looked at with the final step being distribution and communications, making sure people are aware we have a mission statement. Superintendent Frahm asked the board if this is what they were thinking about when they talked about board goals, asking if it sounded like an acceptable process. The board agreed that this process would work.
6. Superintendent Frahm presented state aid updates from a State Aid meeting he had attended that he felt could potentially impact our District, stating Part 1 of the meeting addressed Capital Project funding, noting that process which at this point does not concern Naples; Part 2 looked at last year's proposed budget from Governor Cuomo, and the proposed budget the legislative branch had come back with, noting there were some minor differences, adding school districts this past year saw the initial estimates from state aid runs and thought they would get more, however schools did not get as much as they thought they had hoped to receive with the election coming up this November. Mr. Frahm stated he wanted to emphasize that even with advocating for increased funding, the state is portioned up into shares and we don't see much movement between shares so when we look at the pie chart showing that NYC gets 42% of state aid and the majority of the rest of the state gets 33%, we are in that portion and we will not see a change in that portion, you will only see a difference in how that 33% is allocated, noting Brian Kolb had recommended that the District contact him after the elections and he would let the District know how best to advocate for the District and who we should be contacting starting in November. Mr. Frahm stated the meeting talked about the Gap Elimination

Adjustment (GEA), explaining that in the 2009-10 school year we saw the GEA come about as a way to balance the NYS budget, so it is taking money out of education to balance the state budget, so the GEA has taken money out of education and then some of those monies have been restored, adding there is a trend where the GEA is becoming less however since the inception of the GEA, Naples has lost \$2,643,706 in promised State Aid as of June 2014.

Mr. Frahm noted on the ballot on November 4th, voters will see the SMART Schools Bond Act, a referendum which will go to funding technology in schools, which could be spent on instructional or security technology in schools, adding Naples Central School could potentially receive \$616,000 if the bond is approved. Mr. Frahm noted the state has not specified how the money would be distributed or what the requirements for use would be over time.

Mr. Frahm stated if you live in a school district that has stayed at or under the property tax cap and you are Star eligible, you will receive a rebate check sometime in October for a small amount of money, estimated to be around \$20 or so.

Superintendent Frahm stated that additionally schools are going to be required to submit an efficiency plan showing the district is making efficient decisions such as sharing services through BOCES or are you partnering with other districts, combining classes, etc., adding if a school district cuts staff or programs due to reductions in state aid the state does not look at that as being efficient.

7. Superintendent Frahm presented information pertaining to the Graduates of Distinction Program, noting this had been started over two years ago along with the Athletic Hall of Fame, noting it had been a long process in developing the program, asking the board if they could live with the program as presented or if they would like to modify the plan before voting on the program. Mr. Frahm then highlighted different aspects of the plan, noting one of the questions debated is should the program apply only to graduates of Naples Central School or if it should be open to all Naples residents as a Neapolitans of Distinction Program, adding the committee has recommended that it be a Graduates of Distinction Program because the hall of fame is located here in the school and is connected to the school. Superintendent Frahm stated two other highlights are that a candidate must be nominated by a Naples resident and then selected by a nine member committee consisting of two (2) Naples Central School faculty, the Student Council President, the Superintendent, and five (5) Community Representatives. Mr. Frahm reviewed the ten core traits that the nominees will be evaluated on by the committee, noting after the individuals are selected to be inducted into the Graduates of Distinction Program the committee stated they would like the recipients to have a connection with the students, to be a source of inspiration, therefore they would like there to be a student assembly, and classroom presentations, a luncheon and a plaque presented to the recipients. Board debate followed regarding the question of allowing individuals who have been inducted into the Athletic Hall of Fame to also be honored through the Graduates of Distinction, also Board President Margo Ulmer's question regarding who would be responsible for overseeing the nominee process with Board Member Ronald Burke noting the committee chairperson would be responsible and that may be a community member or an employee of the District.

Administrative Updates

Elementary Principal Kristina Saucke stated the Elementary building has kicked off their character education program for the year, noting they had read a book with the students about being “bucket fillers”. Ms. Saucke noted they had started last year coordinating their spirit week with homecoming week at the High School, so every day this week they have a different theme, noting they have had a lot of fun with that, adding Friday will be their first Rally in the Valley at 1:30 p.m. and they will have their own Pep Rally, noting one of the things they will be doing at the rally will be to pull names from the bucket tickets and honoring some students for things they have done for each other. Ms. Saucke invited everyone to come if they were able.

Ms. Saucke also stated that she and Secondary Principal Justin Stuck had hosted a substitute information night at 6:00 p.m. in the auditorium, adding she had been a little panicked this year as some of the Elementary building’s most consistent substitutes were hired this year as regular teachers, however they have had some really great people come in as substitutes, noting it was a small but nice group at the information night. Ms. Saucke stated they had created folders with information to give to potential substitutes as they interview them throughout the school year.

Secondary Principal Justin Stuck stated one of his goals is to get into classrooms to see how teachers run their classrooms and their interactions with the students. Mr. Stuck noted that Superintendent Frahm is still in the game of the Rock, Paper, Scissors tournament in the High School, adding he will present a follow-up piece on the tournament next month. Secondary Principal Stuck announced that the first principal’s car wash was amazing, with lots of kids and lots of cars, noting it was very impressive to watch the students swarm the cars, going from one car to the next cleaning, adding it was a nice introduction to the kids and next year they will do the same thing.

Director of Pupil Personnel Karen Meade stated the central theme in the Pupil Personnel office is transition, noting the time the District granted has been a wonderful opportunity to learn about the students and their families, noting it has also given her the opportunity to visit the schools where our students attend programs outside of Naples and to meet key people, thanking the board and the administrative team for affording her the opportunity to transition for six weeks prior to Alan retiring, adding she is very fortunate to be the recipient of that support, thanking Mr. Moore, noting he has been incredibly positive, supportive, and patient as well as kind and she has never had the opportunity to start at a school with such a positive experience and to feel so welcomed and set up for success, thanking Mr. Moore again.

Superintendent Frahm announced that School Business Administrator Mitchell Ball is a new father, noting he and his wife had had a daughter on Tuesday, adding Mr. Ball did Skype in for a budget committee meeting that day however he would not be presenting a board report.

Student Representative Jericho Cervantes thanked the board for the opportunity to speak and to listen in on the board discussions, adding he was also more than happy to work on his uneasiness in public speaking. Jericho presented student updates noting the Girls Varsity Soccer was currently undefeated with 5-0-1, tying against Bloomfield on Monday and winning the tournament in Campbell-Savona on the 6th; the Boys Varsity Soccer Team won the Schenk game on Saturday and another game last night in Cohocton for a 4-4 record; the Robotics Team is working on making Ping-Pong blasters for fund raising at the Grape Festival, noting along with the blasters they will also be selling small sheet metal models from metal earth as well as the

juice wheel as they have had before. Jericho stated this Tuesday was the first day for new members of which there were nine, adding they had met with Mr. Frievald ninth period; The National Honor Society met last week to vote on officers and to plan for service activities in the fall and winter; Spirit week is going on this week and it is very interesting to see all the participation and the different themes for each day, adding Friday is the Pep Rally during 7th & 8th periods and the Elementary and High School Activity night is also on Friday; Mr. Ayers is offering a new technology class this year, Product Design Engineering, noting this class will focus on stimulating a creative environment in which the students work together to come up with a design, create drawings and make a product to be sold in the community, adding he feels this will be very helpful in preparing the students for a career in engineering as they will get first-hand experience on what that entails on a small scale.

Board Member Brent Gerstner stated that the Girls Varsity Tennis was also undefeated. Student Representative Jericho Cervantes agreed stating the teams' record is 5-0.

Board Reports

Budget Committee: 1st Vice President Gail Musnicki stated the Budget Committee had met that afternoon with School Business Administrator Mitchell Ball via Skype, noting they discussed last year's budget process and what they felt had worked and where they might need to improve, and what's their budget philosophy, adding the committee had unanimously agreed that they want to continue with the needs based zero base budgeting system that they had instituted last year as that seemed to work out very well across all categories of the budget. Mrs. Musnicki stated they had also decided to adjust the time line to make it easier for staff members to work on their budgets, so they will not be asking for those budgets quite so early this year; they talked about a Medicare update, noting the federal government has reduced its contribution to help offset the Medicare advantage plans, adding they are waiting for a few more bits of information so that they can weigh their options and see what the local impact will be; the committee discussed field trips, stating they recognize the importance of field trips and they are hoping to reinstate some amount of funding for field trips for this school year; they will be attempting to eliminate double bus runs for sporting events wherever possible; they discussed how they want to appropriate the fund balance this year and the committee had decided they would put the fund balance into retirement, capital and insurance reserve funds, adding the amounts will not be definite until the books are closed out.

WFL BOCES Board meeting: Board President Margo Ulmer stated she had attended the BOCES Board meeting, noting that BOCES is organizing themselves for the new school year, especially around finance and the first part of their meeting was a budget workshop where they discussed their overarching philosophy with regard to their financial approaches and budgeting and how they also wish to use fund balances; Mrs. Ulmer stated she had found that BOCES is not allowed to keep a fund balance and after their reserves have been replenished any remaining fund balance has to go back to the districts; BOCES talked about some of their specific budgets and noted BOCES plans to have more budget workshops where each time they meet they will determine their policies for each of their different budgets; BOCES set up a timeline for their budgeting and then the board went into their regular meeting; Mrs. Ulmer noted the BOCES Board had elected two of their members to attend the NYSSBA convention in NYC and they reviewed the resolutions to be discussed and voted on at the NYSSBA Convention.

Community Education Committee: Board Member Ronald Burke stated the committee is working hard on their three year plan, noting they are trying to make their program match the beautiful new facility, adding they would like to build the capacity of the program, building a school community. Mr. Burke stated it is an exciting time and they are seeing some of the programs paying off, noting lap swimming is full at every session, they also had joined forces with the town to offer a family swim two Friday nights each month, noting that is also well attended; there was a youth lap swim this summer as well as a guarding program; in the future they hope to possibly add aqua-zumba, senior fitness, water aerobics, and a tot safety program.

Mr. Burke then publicly recognized the following individuals who put so much work into developing the Graduates of Distinction program, including Mike Boggs, Matt Frahm, Brent Gerstner, Joe Kovalovsky, Gary Mix, Alan Moore, Bill Vierhile and Sue Widmer, noting that without them the process just couldn't have happened, adding that he wanted the board and the public to understand that by design the program is in the phase to set it up so it can run and when it is ratified by the board, the board and its members will step away and charge another group to run the program, stating that no board members will serve in the program as the board wants the program to be fair and level, open to anyone, adding that the hope is that the program will begin to honor the Neapolitans whose lives have made a difference in Naples and in the world, hoping that the process and formal acknowledgement of their contribution to society and to our town will act as an incentive for students while being a source of knowledge, history and pride for all of our school community.

1st Vice President Gail Musnicki asked if the Community Education Committee had talked about non-sports related activities. Board Member Ronald Burke stated the committee had discussed that, noting once a course is offered and we get minimum number of participants then the course can be offered. Mr. Burke stated they will be developing a process for individuals who interested in starting a class to submit their ideas.

Motion: Carter Chapman

2nd: Gail Musnicki

Resolved, that the Board of Education approves the minutes of the following meetings:

Special Meeting of July 28, 2014

Regular Meeting of August 20, 2014

Regular Meeting of September 3, 2014

Voting Yes: 9 Motion Carried

Voting No: 0

Motion: Brent Gerstner

2nd: Ronald Burke

Resolved, that the motion of the Organizational meeting of July 15, 2014 to appoint Secondary Principal Justin Stuck is hereby corrected to read as follows:

RESOLVED, That the Board of Education appoints Justin Stuck, 355 Wisconsin Street, Rochester, NY 14609 to a probationary term of three years beginning on July 21, 2014 and expiring on July 20, 2017 as Secondary Principal effective July 21, 2014.

Voting Yes: 9 Motion Carried

Voting No: 0

Motion: Robert Brautigam

2nd: Ronald Burke

Resolved, that the Naples Central School District Board of Education approves the following Lead Evaluators as presented:

- **BE IT RESOLVED THAT Director of Pupil Personnel Karen Mead is hereby certified as a Qualified Lead Evaluator of classroom teachers having successfully completed the following training requirements prescribed in 8 NYCRR §30-2.9 (b):**
 - (1) The New York State Teaching Standards, and their related elements and performance indicators/the Leadership Standards and their related functions;
 - (2) Evidence-based observation techniques that are grounded in research;
 - (3) Application and use of the student growth percentile model and the value-added growth model as defined in 8 NYCRR §30-2.2;
 - (4) Application and use of the State-approved rubrics selected by the school district for use in the evaluation of classroom teachers, including training on the effective application of such rubric to observe a classroom teacher's practice;
 - (5) Application and use of the assessment tools that the school district utilizes to evaluate its classroom teachers, including, but not limited to structured portfolio reviews; student, parent, teacher, community feedback; professional growth goals*; school improvement goals, etc.;
 - (6) Application and use of the State-approved locally selected measures of student achievement used by the school district to evaluate its classroom teachers;
 - (7) The scoring methodology utilized by the Department and the school district to evaluate a classroom teacher under 8 NYCRR §30-2, including:
 - (a) how scores are generated for each subcomponent and the composite effectiveness score of classroom teachers, and
 - (b) application and use of the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the overall rating of classroom teachers and their subcomponent ratings; and
 - (8) Specific considerations in evaluating classroom teachers of English language learners and students with disabilities.

Training on the use of the Statewide Instructional Reporting System, also required by 8 NYCRR §30-2.9 (b), will be provided once the NYS Education Department makes available the information required for such training.

This certification has been issued in accordance with the process for certifying lead evaluators described in the district's annual professional performance review plan.

Voting Yes: 9

Voting No: 0

Motion Carried

1st Vice President Gail Musnicki moved to approve the motion regarding the Patient Protection and the Affordable Care Act, and Board Member Jacob Hall seconded the motion. Board Member Robert Brautigam then asked Superintendent Frahm if this is a state mandated motion. Superintendent Matthew Frahm stated yes it is an annual requirement, adding one of the things that the District has to do is look at our employees and the health care they receive, as well as the hours the employees are working, full-time employment, etc. and making sure their benefits are matching that, so the District has to indicate when they are going to start measuring and when they are going to stop and then you can look at how you administer those programs.

Motion: Gail Musnicki

2nd: Jacob Hall

WHEREAS, the Naples Central School District is subject to the Patient Protection and Affordable Care Act (“the Act”);

WHEREAS, the Act contains obligations relating to the provision of health insurance benefits to full-time employees;

WHEREAS, the Naples Central School District wishes to determine the full-time status of ongoing and new variable hour and seasonal employees through a measurement period;

WHEREAS, the Naples Central School District wishes to establish an administrative period after each measurement period, which will be followed by a health insurance stability period for each variable hour and seasonal employee;

NOW THEREFORE, BE IT RESOLVED THAT the Naples Central School District adopts the following measurement, administrative and stability periods for variable hour and seasonal employees:

- Ongoing employees: measurement period of May 1 through April 30, administrative period of May 1 through June 30, and stability period of July 1 through June 30; and
- New employees: 11 month measurement period from start date, administrative period of remainder of month plus two months, and stability period of twelve months.

Voting Yes: 9

Motion Carried

Voting No: 0

Motion: Robert Hotchkiss

2nd: Gail Musnicki

Resolved, that the Board of Education approves the Business/Financial resolutions as presented:

- Resolved, that authorization be given to accept the generous donation from Mr. Christopher Cook, of one (1) ping pong table, estimated value \$400, at no cost to the Naples Central School District.
- Resolved, that Board of Education member Ronald Burke is hereby appointed as Voting Delegate for the 2014 NYSSBA Annual Meeting.

Voting Yes: 8

Motion Carried

Voting No: 0

Abstain: 1 Ronald Burke

