

MINUTES OF BOARD OF EDUCATION MEETING – September 16, 2019

MEMBERS PRESENT

Mrs. Archer
Dr. Corcoran
Mrs. DeForest
Mrs. James-Murad
Mrs. Petrosillo
Mrs. Rhodes
Mrs. Rivera-Ortiz
Mr. Souser
Mrs. Woodcock Dettor

MEMBERS ABSENT

ADMINISTRATION PRESENT

Dr. Peter Smith, Superintendent of Schools
Mr. Decker, School Business Administrator
Mr. Reyes, Assistant Superintendent

Mrs. Petrosillo called the regular meeting to order at 7:00 p.m. in the Board Room of the District Office. Others in attendance were David Kang, Sophie Proe, Lily Fleet, Will Guisbond, Claire Leo, Morgan Binsack, Xavier Grant, Jacob Melick, Ann Wright, Rachel Wagner, Michael Gilbert, Nicholas Kemmis, Christiana Semabia, Michael Fitzpatrick, Sophie Clinton.

Community Comment Time #1

Michael Gilbert commented on the Guidance Plan and Social Emotional Learning. He expressed how there should be a framework that comes from thoughtful consideration and feedback so that all kids benefit.

Minutes of September 9, 2019 Meeting

Mrs. James Murad moved and Mrs. Archer seconded the approval of the Minutes of the September 9, 2019 Meeting as amended.

Motion carried (9-0-0).

Warrants and Expense Report

Mrs. DeForest reviewed the warrants and expense report and moved their acceptance, seconded by Dr. Corcoran.

Motion carried (9-0-0).

Recommendations of the CPSE and CSE

Mrs. James Murad moved and Mr. Souser seconded the acceptance of the recommendations of the Committee on Pre-School Special Education from their meetings on August 27, 2019 and the recommendations of the Committee on Special Education from their meetings on August 5, 23, 26, 28, 29 and September 3, 4 and 5, 2019.

Motion carried (7-2-0). Mrs. Rhodes and Mrs. Rivera-Ortiz opposed.

Mrs. Rivera-Ortiz asked when the attestation will be added. Dr. Smith responded that he is meeting with Mrs. Menapace this week.

Superintendent's Personnel Recommendations

Mrs. Woodcock Dettor moved and Mrs. DeForest seconded the approval of the Superintendent's Personnel Recommendations as follows:

INSTRUCTIONAL

Name and position	Location	<u>Request for Retirement</u>	Effective
Willie Dowdell Asst. Principal	High School		1/2/20

NONINSTRUCTIONAL

Name and position	Location	<u>Appointments</u>	Effective
Gary Genter Food Service Sub.	Food Service Dept.	Salary	9/17/19

ADDENDUM - PERSONNEL CHANGES– September 16, 2019

The following personnel changes are recommended by the Superintendent:

INSTRUCTIONAL

Name and position	Location	<u>Appointment</u>	Cert.	Effective
Kelli Maher Teaching Assistant Probationary Appointment (4 yrs.) Replacing C. Snow	Moses-DeWitt	Salary	TA 1	9/17/19

NONINSTRUCTIONAL

Name and position	Location	<u>Resignation</u>	Effective
Kelli Maher Teacher Aide	Moses-DeWitt		9/16/19

Mrs. Rivera-Ortiz asked about the progress on attaching an attestation to the personnel recommendations. Dr. Smith responded that we are putting that on hold while we work on the policy.

Motion carried (7-2-0). Mrs. Rivera-Ortiz and Mrs. Rhodes opposed.

K-12 Comprehensive School Counseling Plan

Mr. Reyes presented the Board with information on the development and maintenance of the Counseling Advisory Council (CAC) which included purpose, membership, operations, accountability and evaluation. (See Supplemental Minutes).

Mrs. Rivera-Ortiz stated that she thought the purpose was to develop but this says to review.

Mrs. Rhodes asked why this council doesn't have anything to do with this year plan only implementation of measurement. Mr. Reyes responded, that he sees it as a goal setting group.

Mrs. Rhodes asked who is leading the development of the plan?

Mrs. Petrosillo asked if the CAC will review and monitor the plan?

Mr. Reyes responded he sees the plan as what the model shows, and uses it as a guiding document for the district. The council sets goals specific to our district.

Mrs. Rhodes asked if next year's plan would be written by the Assistant Superintendent and implemented by the group again?

Mr. Reyes stated he doesn't see the plan changing in a year. The group will set goals to accompany the plan for a review of progress.

Mrs. Murad asked if this group will take recommendations from parents and other constituents. Mr. Reyes responded that counselors and BOCES will be making connections with parents throughout the year and bring back to the council.

Mrs. Rhodes asked about outside professionals on this council. Mr. Reyes responded yes, BOCES helps us get those outside professionals.

Mrs. Archer asked if trauma informed schools would be a focus, it could be a goal and measurement reported on and she asked about benchmarking against district mission and beliefs, what metrics are used, and is there a self-evaluation tool?

Mr. Reyes responded that it would depend on the goals set and there is no tool yet, but it will be something we can use to help them understand how they operate.

Mr. Souser asked about representation on different levels.

Mrs. DeForest suggested that school psychologists be included on the council. Mr. Reyes stated that was an excellent point.

Mrs. Rhodes asked about term of membership and Mr. Reyes responded two years.

Mrs. Archer asked about the protocol on how members are selected and Mr. Reyes responded the administrators will look at the experience and expertise of the staff.

Mrs. Petrosillo asked how members would be selected. Mr. Reyes responded he will be consulting with administrators.

Mrs. Archer asked if there was another district using this model for the counseling advisory council.

Mr. Reyes responded he is not aware of other district's specific membership. Mrs. Archer asked if this is different from the people that made up last year's group? Mr. Reyes responded this is a smaller group. The plan calls for classroom teachers and the BOCES consultant.

Mrs. Rivera-Ortiz asked if BOCES already advises us. Mr. Reyes stated they do.

Mrs. Rhodes asked how this plan compares to the previous plan. Mr. Reyes responded that there is no data associated with previous plans.

Mrs. Rhodes stated she was confused by the data, and that aggregate data from surveys could be shared.

Mrs. Petrosillo asked if we are building the data piece into the plan going forward? Mr. Reyes stated yes.

Mrs. Rhodes asked if aside from BOCES, do we have any outside professionals or university counselors that Mrs. Rivera-Ortiz read from the NYS website? Mr. Reyes stated no.

Mrs. Rivera-Ortiz stated that over the last year she has heard several comments and would like to see the voice of students heard on this plan.

Mrs. Petrosillo stated that this plan is very difficult to understand as she is not an expert, but last year's plan was very light with no data in plan. She believes last year's plan needs to be corrected. She is happy to have representative from BOCES as outside help. Dr. Smith advised her that the expert industry advisor was the American School Counselor Association. She believes that there is comfort that there is industry input. She believes we need to approve this.

Dr. Corcoran stated she still feels confused about the differences between the previous plan and the current plan. Both Mrs. Archer and Mrs. Rhodes stated they were struggling as well. Dr. Corcoran stated it was hard to vote on this with just replacing a couple of bullets.

Mr. Reyes stated that as we put these groups together and clearly define how we move forward, that can become part of a presentation in the future. He stated that there is no way that we could sit down with the counselors and put these goals together in a week. It would have been subpar if we tried. He stated that we are asking for a little bit of faith to go and do the work.

Mrs. Petrosillo said she was uncomfortable with the plan. She suggested that the plan be approved and come back with a mid-year review a report with data after the council meets. If the plan is revised as a result, that would be shared with the Board.

Mrs. Rivera-Ortiz stated that she sees a disconnect. The Board wants to set the vision and include concepts discussed in the last year. She would expect to see visionary concepts included.

Dr. Corcoran stated that she knows we are in a time crunch but would feel more comfortable with more pieces in the plan and see how this council does.

Mrs. James-Murad would like to see more community input.

Mrs. Rivera-Ortiz would like to see students involved.

Mrs. Rhodes would like to include outside expert opinions in the vision.

Mrs. Woodcock Dettor questioned if what the Board is asking for is to make edits to make the plan not be compliant, but rather to be more visionary and inspirational? If so, Mrs. Rivera-Ortiz and Mrs. Rhodes have the edits, can we take this document and edit it.

Dr. Smith responded that this cannot happen without input from counselors and the BOCES consultant. This group would need to do the edits. He said we will have to put time into it, take a pause and help identify our vision. The counselors should have a hand in setting the vision.

Mrs. Petrosillo questioned whether the counselor advisory council had met. Mr. Reyes stated yes, he met with HS, MS and Elementary school counselors individually but not as a K-12 group. That is why the plan looks like it does.

Mrs. Rivera-Ortiz stated that she is hearing a reversal and that staff is going to develop the vision and the Board will not have direction.

Mr. Reyes stated that they provide the input. We took components piece by piece and made edits. We will have opportunities to make adjustments, but not as much leeway because of the NYS requirements.

Mrs. Rhodes asked who is providing the vision and setting the goals. Mr. Reyes responded the counselors enlighten us as they are the experts.

Mrs. Petrosillo asked about whether or not the plan should be put to a vote. She added that it appeared as though there is more work and understanding to do.

Mrs. Rhodes asked if the council can meet or does the plan have to be approved for them to meet?

Dr. Smith stated that the council can meet before the plan is adopted.

Mrs. Rhodes would like this council to meet with parents, students, outside professionals, (outside of BOCES), and come back with a better plan.

It was agreed that the Plan would be tabled.

Resolution – Affordable Care Act Measurement Periods and Plan Offering

Dr. Smith presented the resolution and explained it to the Board.

Mr. Souser moved and Mrs. Woodcock Dettor seconded the approval of the following resolution:

Affordable Care Act Measurement Periods & Plan Offering

WHEREAS, the Patient Protection and Affordable Care Act (ACA) was signed into law on March 23, 2010; and

WHEREAS, the Jamesville-DeWitt Central School District is considered an Applicable Large Employer (ALE) as defined by the ACA subject to compliance with the added Section 4980H Shared Responsibility for Employers Regarding Health Care Coverage to Title 26 of the United States Code,

the Internal Revenue Code (Section 4980H), and to offer coverage under the aforementioned health insurance plan to eligible full-time employees as defined by the ACA; and

WHEREAS, the Department of Treasury issued proposed regulations which allows an ALE to adopt the Look Back Measurement Method Safe Harbor to determine the status of an employee as full-time in accordance with the requirements of the ACA and Section 4980H; and

WHEREAS, the Jamesville-DeWitt Central School District intends to enact processes necessary to make a good faith effort to comply with the requirements of the ACA Shared Responsibility for Employers; now therefore be it

RESOLVED, the Standard Measurement, Standard Administrative, and Standard Stability Periods for current ongoing variable hour and/or seasonal employees as required by the ACA Shared Responsibility for Employers (Section 4980H) are as follows:

Standard Measurement Period: July 1st to June 30th
Standard Administrative Period: July 1st to August 31st
Standard Stability Period: September 1st to August 31st

RESOLVED, the Jamesville-DeWitt Central School District establish the Initial Measurement, Administrative, and Stability Periods for newly hired variable hour and/or seasonal employees as required by the ACA Shared Responsibility for Employers as follows:

Initial Measurement Period: Initial 12 months of employment commencing on first of the month following the date of hire.
Initial Administrative Period: A period of 60 days beginning immediately after the Initial Measurement Period
Initial Stability Period: A period of 12 months beginning immediately after the Initial Administrative period

RESOLVED, the Jamesville-DeWitt Central School District adopts the following affordability safe harbors for a health insurance plan meeting the Bronze level minimum value requirements:

Form W-2 Wages Safe Harbor, per diem substitute employees not otherwise covered by a bargaining unit agreement

Rate of Pay Safe Harbor, hourly substitute employees not otherwise covered by a bargaining unit agreement

RESOLVED, that if any variable hour employee meets the requirements of averaging 30 hours per week during the immediately preceding look back period, Jamesville-DeWitt Central School District will offer said employee coverage under the Bronze plan offered by the Central New York Health Insurance Fund only for the period of September 1 through August 31 of the following year in which they are qualified. The full cost of the plan must be paid by the variable hour employee if they choose to accept coverage.

RESOLVED, that Jamesville-DeWitt Central School District's Superintendent is directed to develop the procedures and/or policies and to take such action as necessary to comply with the ACA Shared Responsibility for Employers as summarized above in accordance with Federal Laws and Regulations,

State Laws and Regulations, and the applicable provisions pertinent to collective bargaining agreements.

Motion carried. (9-0-0).

Potential Consideration for Future Meetings

Mrs. Petrosillo stated that a community member emailed about exit interviewing. She asked Dr. Smith if this would be allowed. Dr. Smith stated he did not know but if it is allowed, we would consider it.

Facilities Committee Report

Dr. Corcoran provided the Board with a Facilities Committee Report. (See Supplemental Minutes). She reported that the Committee met with Mr. Decker, Dr. Smith and Mr. Reyes as well as architects from Ashley McGraw. Dr. Corcoran said that they are waiting for an estimate on handicapped accessible doors at the Middle School. Adding door access does not have to wait for the capital project. Regarding the upcoming capital project, she reported on the areas to be renovated, the focus on making physical spaces support instructional goals, the financial obligation of the next capital project, and a timeline for approval by the community.

Mrs. DeForest and Mr. Souser both commented on the walking tour of the high school that Dr. Smith and Mr. Decker gave them after the meeting.

Policy Committee Report

Mrs. Rivera Ortiz reported that the committee has met with the Erie 1 Policy service and they have already put together a policy manual. Now comes the task of reviewing every policy, making edits and comments. She said the first step is to decide who should be included in the work. Lastly she created a dashboard for approval. This is what the committee will come back with at each meeting.

Dr. Corcoran asked how long Erie 1 will consult with committee and Dr. Smith replied two years. He said after that there would be an ongoing support contract with them.

Mrs. Rivera-Ortiz stated that the student section is the largest with 74 policies of which 24 are new. Personnel has 33 policies of which only three are new. She is looking for feedback on the formatting and framework. She also asked for input on how performance indicators are used to set policy. Mr. Decker said he does not think every policy needs a performance indicator.

Mrs. Woodcock Dettor asked how many policies have opportunities for the Board to edit. Mrs. Rivera-Ortiz stated that there are 23 required by law, 18 customizable and four that are *curious situations*. The ex-officio student board member policy is not currently included in the draft. As well, policies #5574 Medicaid Compliance, #6171 Safe Mentoring and lastly # 7241 are missing from the website.

Superintendent's Report

Dr. Smith updated the Board on the hot topic of the NYS Board of Regents reconsidering the requirements for a Regents Diploma. He also gave an update on the BOCES determination on the

Crowne Road facility. There will be a referendum in November and he will share more as it gets closer. Dr. Smith reported on the strategic planning data collection which took place with teams doing interviews with staff and 9-12 students. The survey was put up on the website today as well as backpacked home. The data will be compiled with the comments, as well as information from the comparison schools. Other data will include demographic information about students taking advanced coursework and participation in performance arts. The Steering Committee will analyze the data at their meeting in October. Dr. Smith is working on getting the committee together. He will reach out to all areas making sure we get a committee that represents the diversity of our community. He will update the Board as we go forward.

Mrs. Rhodes asked about data and is it in addition to the collection of data on discipline? Dr. Smith responded that they have asked for different data. The performance is specific against other schools. Mrs. Rhodes asked if they will they be digging deeper into what is reported at state level? Dr. Smith cautioned on what can be made public.

Dr. Smith followed up on the Ex-Officio Student member of the Board of Education. The student body votes next Friday and Dr. Smith will notify the Board when the member is elected. He provided an update on upcoming events. Dr. Smith reminded everyone that there is no school on Monday, September 30 for Rosh Hashanah.

Mr. Souser asked if any interviews would be conducted with parents for the focus group. Dr. Smith responded no but encouraged them to take the survey which is linked on the website.

Board President's Report

Mrs. Petrosillo shared that she had an email with regard to use of technology at the Board table. The email reflected that while they were happy we were embracing technology, they cautioned to remain focused on the speakers. She also received an email from Kerrin Rigney who is on the DeWitt Town Board and asked JD to consider participating in a workshop that will be taking place in Ithaca. Lastly, she received an email questioning if there would be an expert review of the guidance plan.

Unfinished and Continuing Business

Dr. Corcoran asked how dates for Curriculum Nights are decided. She mentioned that she was missing the K-2 Curriculum Night at JES. She asked if we could make sure there are no conflicts in the future. Dr. Smith responded that there are many pressures on the calendar. He stated we can do our best but we cannot make that promise.

Mrs. Rhodes agreed with Dr. Corcoran and asked if we could be more intentional with planning the meeting dates. She asked who she would contact if there is a question on a calendar date to be changed.

Dr. Smith responded that if it is a building question, contact the principal and if it is a district question, contact either himself, Mr. Reyes or Tish.

Mrs. Rivera-Ortiz asked when the Curriculum Council is meeting and Mr. Reyes responded, September 26.

Community Comment Time #2

Rachel Wagner commented about the Guidance Plan and said she feels terrified and has a lack of trust. She feels that we should be inviting the right people to the table and asking the right questions.

Christiana Semabia commented about the Guidance Plan and the Strategic Plan. She feels staff are not being supported by asking them to raise their hand and say they have not been supporting certain students while as a Board you would not do that. She feels that both herself and her children are not being represented.

Mike Gilbert commented on the Guidance Plan and high school homework. He said the homework being assigned takes a lot time and some of the work is not useful. He suggested that we need experts in buildings for restorative practices and informed schools. He believes homework ties into this as kids are experiencing stress and not getting enough sleep which impacts their social and emotional well-being.

At 8:56 p.m. Mrs. Rhodes moved and Mrs. James Murad seconded the meeting be adjourned.

Motion carried (9-0-0).

Respectfully submitted,

Timothy Decker
Clerk of the Board

BOE Approved: 10/7/19