

A REGULAR MEETING of the Board of Education of the West Babylon Union Free School District, of the Town of Babylon, Suffolk County, New York was held on Tuesday, November 24, 2015, in the Board Room of the Administration Building.

Those present: Trustees Lucy Campasano, John Evola, Ray Downey, Cathy Gismervik, Dennis Kranz (left at 8:30), Jennifer Longo, Peter Scarlatos and Jennifer Wandasiewicz
Trustee Diane Klein was absent

Also present: Mrs. Christine Tona, Executive Director for Curriculum & Instruction; Mr. Shawn Hanley, Executive Director for Human Resources, Mr. David Desmond, Attorney; Mrs. Amy E. Jones, District Clerk; and residents

The President opened the meeting at 6:01 p.m. and led those present in the salute to the flag.

Trustee Scarlatos seconded by Trustee Gismervik made a motion to enter Executive Session for WBTA contract negotiations, legal and personnel matters at 6:02 p.m.

The motion was **CARRIED** by all present

The public portion resumed at 7:00 p.m.

Trustee Wandasiewicz seconded by Trustee Kranz made a motion to approve the minutes of November 10, 2015.

The motion was **CARRIED** by all present

Statement of the Superintendent and/or Board of Education:

Board President Lucy Campasano explained that Dr. Farrelly was unable to attend this evening due to a death in her family. She read the following statement on behalf of Dr. Farrelly:

The West Babylon Board of Education and I, as Superintendent of Schools, strongly believe in high standards. We believe the core mission of our district is to help each student meet his/her full potential. We, the West Babylon School Community, declare our commitment to provide educational experiences of quality which enables all students to learn, share, lead and compete in the global community. Our commitment is to provide a school system dedicated to the proposition that all students will become lifelong learners who take pride in their work and in their service to others. We, therefore, endeavor to continually improve the quality of our work. This IS our mission. This IS what we believe in, whether we have new standards or old standards - WE stand by our belief. On a day to day basis our instructional staff members develop effective lesson plans, adapt materials, work with colleagues and engage in meaningful professional development to enhance our curriculum and instruction. We are ALL lifelong learners. We are ALL committed to improving our practice. We applaud our teachers and administrators for the work that has been done to address the academic, social and emotional needs of our students. As we all know, there has been a great deal of discussion and debate surrounding the common core standards, high-stakes assessments, and teacher/principal performance evaluations (APPR). We are thankful the governor and new commissioner of education have developed a process to review the common core standards. We are hopeful that any areas that need to be adjusted will be throughout this task force common core review process. Since the Governor has established a Common Core Task Force and Commissioner Elia has developed a survey seeking input on the standards, I'd like to take a few minutes to offer suggestions on other aspects of the puzzle that are greatly affecting our educational system, the current state assessment system and teacher/ principal APPR. The Board of Education and I, as Superintendent of Schools, understand the need for assessments and value decision-making informed by quantitative data. We believe that the primary focus and goal of all testing should be to inform instruction for individual students. Unfortunately, the system we are mandated to follow right now does not allow us to do that. In the past, reviewing assessment data enabled administrators and teachers to better understand curricular weaknesses and potential gaps in student performance as an opportunity to improve student performance and our overall system. Unfortunately, there is now a disconnect between the standards and the assessments. During the 2015 testing period, our school district experienced a 50% refusal rate for the grade 3-8 ELA and Math Assessments. This represented a dramatic increase from the 2014 testing cycle. We recognize that there are some parents who believe their children should not take the ELA and Math exams and elected to refuse these tests. The decision of whether or not to participate in a State Assessment is a personal decision. In either case, the decision has been afforded mutual respect and appropriate accommodations have been made for all students. The Board of Education and our administrative team desire a future in which assessments are refocused on improving student outcomes and properly aligned with curriculum. The Board of Education and I respectfully request that the Board of Regents and newly appointed Commissioner Elia review the assessment program carefully to ensure that:

- Classroom teachers are the ones developing state assessment questions;
- The level of rigor is appropriate for the grade level tested;
- The material contained within the exams is aligned with the developed standards and curriculum; &
- The data generated by the exams is fully released to school districts in a timely manner so that it can be used, as in the past, to effectively inform instruction.

The Board of Education and I would like to take this opportunity to share our thoughts and recommendations on the manner in which our teachers and principals will be evaluated based upon the new 3012-d APPR regulations. These requirements developed by the State will eliminate local control and place valued members of our teaching and administrative staff in jeopardy of being rated unfairly by a system heavily reliant upon one-time assessments and faulty formulas. We encourage the Board of Regents and Commissioner Elia to DELAY the new APPR requirements and accept input from district leaders, principals and teachers in order to develop a plan that maintains local control and more accurately reflects the performance of our teachers and principals. To this end, we would like you to consider the following recommendations:

- We urge you to please disconnect the state assessments from teacher and principal evaluations;
- Until the entire system — standards, assessments and APPR evaluation system is reviewed and revised — please grant extended APPR waivers for Districts;
- The State developed APPR scale should be reviewed. The current scale may result in unintended negative impact on teachers and principals. There are numerous factors that contribute to a student's performance on a State test that fall outside of a teacher's control; therefore, we believe, there is an over-reliance on the use of assessments to evaluate teachers and principals within 3012-d.
- As APPR plans must be collectively bargained with local units, there should be NO coupling of State Aid with a district's ability to formulate a plan that meets with the new 3012-d regulations (that is if 3012-d continues as written). Of course, if 3012-d remains as is, we intend to comply with all state and federal laws and regulations. We, the West Babylon Board of Education and Superintendent of Schools, encourage the Board of Regents, Commissioner Elia, and our elected officials to consider these recommendations. We ask you to

please continue to work with local boards, superintendents, teachers, parents, and all concerned stakeholders to develop systems that allow for continued local control with the freedom to make decisions that we feel are in the best interests of our students. We thank the West Babylon community for your continued support of our teachers, administration, and support staff in the outstanding work they do each day to meet the needs of our students. Rest assured that despite whatever happens with the Governor's Reform Agenda, our West Babylon teachers and administrators WILL continue to focus on our core mission. We WILL continue to be lifelong learners and improve upon our practice. We WILL continue to do everything we can to serve our students.

Ms. Tona led the meeting in Dr. Farrelly's absence. She said that Dr. Farrelly left the following statements to read on her behalf:

"Last week was administrator's week. I'd like to first begin by thanking our central office and building administrative team for all their hard work and dedication to our schools. We have a wonderful group of individuals dedicated to our students - I thank you for all you do."

Ms. Tona noted that copies of Dr. Farrelly's Points of Pride are on the counter. She highlighted that the artwork of Junior High School Studio in Art students, focusing on the elements of art, will be on display at the West Babylon Public Library during the month of November. The district also recognized three senior athletes, Samantha Geirsbach (University of Richmond), John McMahon (Mercy College) and Jake Sutterly (Quinnipiac University), who have received scholarships and signed national letters of intent to play lacrosse at the collegiate level.

Statement of the WBTA:

WBTA President Jo Poio delivered the following statement: Usually, my statement is on behalf of the members of the WBTA, but because this is Thanksgiving week, I thought it would be appropriate to make this statement about Thankfulness. "This is a wonderful day. I've never seen this one before." That was a quote by Maya Angelou and her idea of thankfulness. Pertaining to work, I'm thankful for being able to be the voice for people who would otherwise go unheard. I'm thankful for the strength to go past my comfort zone to let them know that there's someone in their corner. I'm thankful for my colleagues whose dedication and selflessness at times amaze me. I'm thankful for being able to still be inspired by my students even in such times of adversity. I'm thankful for the relationships that were built; past and present. I'm thankful that there's always hope for a better tomorrow. I'm thankful for the patience of my officers and secretary. I'm thankful for Dr. Farrelly's statement. This is a wonderful day. I've never seen this one before. She wished a Happy Thanksgiving to everyone.

Statement of the WBAA:

WBAA President Eleanor Levy said that she was thankful to be back and could not have said any better than Jo Poio said. She wished all a very happy Thanksgiving.

Statement of CSEA Representative:

None

Statement of Student Association Representative:

None

STATEMENT OF RESIDENTS (Agenda Items)

None

Report of the Superintendent and /or Educational Presentation

Capital Project Update:

Mrs. Psarakis was ill and had to leave. Representatives of BBS Architects provided an overview of the capital project phases. Mr. Graziano and Mr. Adamo were on hand to assist with answering any questions the Board had regarding the project. Topics included: Plans for Phase 3 going to the state in the next few months for the summer work; summer of 2017 is expected to be a busy time for the project, Board President Campasano said that it is important that Mrs. Psarakis review the tax implications of doing so much work; repairing of the wall in the JHS Café may be moved to the summer of 2016 and wrap it into work that will be done possibly making the wall aidable. The architects will report back to the Board what the difference in price to recap the wall vs abating all and glazing the tiles on the wall; the material for the replacement of the gym floor was discussed. The trustees want a price comparison of replacing with wood or composite flooring. They also discussed possibly going to Plainedge Community Center to see the composite flooring. Ms. Grudner said that the choice can wait until January to make the final decision about the flooring.

Continuous Improvement Reports: Mrs. E. Levy, Santapogue School and Mr. Scott Payne, JHS

Ms. Tona said that the district has a lot to be proud of at Santapogue and at the JHS. We have dedicated instructional and non-instructional staff members who are committed to being life-long learners and providing an enriching, exceptional learning experience to our students.

Mrs. Levy said that she works with a remarkable group of people every day. She said that the chief strength at Santapogue is the faculty who go beyond reading and writing and educate the whole child through social and emotional growth. She said that Santapogue's CCC (Character Certainly Counts) Program is committed to the whole child. She noted that they also have a very supportive PTA which provides many resources such as cultural arts programs. Mrs. Levy also commended the Santapogue staff, community and the district's new curriculum specialist. She shared her CIR through a PowerPoint presentation. Ms. Tona thanked Mrs. Levy and the members of the Santapogue staff for attending.

Mr. Payne and Mrs. Carere presented the JHS CIR report to the trustees through a PowerPoint presentation. Mr. Payne noted that Mr. Benvenuto, Mr. Leonbruno and Mr. Theo were here this evening to represent the mainstream academics. He said that the JHS has done a tremendous amount of work that would not have been possible without the phenomenal staff, central office, the community, the Board of Education and Administration. He said that focusing on the social and emotional needs of the students is a priority at the JHS. In response to Board President Campasano's question about staff moral being improved by the increase in collaboration, Mrs. Carere said that there is definitely an improvement because of the collaborative support and because of parent involvement.

Ms. Tona thanked Mr. Payne and Mrs. Levy for their very informative presentation and for their focus on student achievement and success. Board President Mrs. Campasano thanked all for attending and said that the Board appreciates all that they are doing.

Trustee Scarlatos seconded by Trustee Wandasiewicz made a motion to approve the **Consent Agenda**

The motion was **CARRIED** by all present

BOARD OF EDUCATION

#BE-1

RESOLVED: that the West Babylon Board of Education approves the following school district to provide health and special education services, to parentally-placed, West Babylon School District resident students, with disabilities, for the 2015-2016 school year:

South Huntington Union Free School District

#BE-2

RESOLVED: that the West Babylon Board of Education approves the destruction of the voting ballots from the May 19, 2015 Budget Vote & Trustee Election.

PERSONNEL

#PE-1

RESOLVED: that the following schedules, as attached, are approved:

- 15-P-9 Professional Personnel
- 15-C-9 Civil Service Personnel

SCHEDULE 15-P-9 Professional Personnel Schedule

NAME	POSITION	SCHOOL/ AREA	STEP/ SALARY	BEG/END APPT.	COMMENTS
Thomas, Stephanie	Guidance Counselor	HS		10/27/15 -	Family Medical Leave
Schad, Melanie	Mathematics Tchr.	HS		12/7/15 - end of 1 st Sem. 15-16 Second Semester, 15-16	Leave of Absence "

Salary Adjustments:

Muzio, Christine Special Ed. Tchr. JH **Retroactive to 9/1/15:**
FROM: Step A-6-2/ \$63,631. TO: Step A-8-2/ \$68,995.

Gagliardo, Christina PT/ESL Tchr. (.8) JK/FA/SA **Retroactive to 10/8/15-11/24/15:**
FROM: Step A-1-1/ \$48,759. TO: Step A-5-1/ \$58,511.
(prorate @ 80%) (prorate @ 80%)

Pursuant to NYSED Regulations, Section 3012-c and/or 3012-d of the Education Law, all teaching and supervisory staff appointed on or after July 1, 2015 must receive three (3) annual APPR composite ratings of Effective or Highly Effective in at least three (3) of the preceding four (4) years and cannot have an APPR composite rating of Ineffective in the last year of his/her probationary appointment to be granted or considered for tenure. Expected date of tenure 11/25/19. This applies to the following teacher:

Gagliardo, Christina ESL Tchr. JK/FA/SA Step A-5-1/ \$58,511. 11/25/15 Probationary Appt. [from .8]
(prorate) [certs: ESL, Ch. Ed. 1-6, SWD B-2 & 1-6]

S.A.T. Proctors:

- Goodwin, Deborah 5.5 hrs.
- Simone, Linda 5.5 hrs.
- Valensisi, Valerie 5.5 hrs.
- Amaya, Idalia 6 hrs.
- Borgo, Danielle 6 hrs.
- Fealey, Miranda 6 hrs.
- Heaton, Bryan 6 hrs.
- Iaquinto, Christine 6 hrs.
- Kohler, Amy 6 hrs.

SCHEDULE 15-P-9 Professional Personnel Schedule

NAME	POSITION	SCHOOL/ AREA	STEP/ SALARY	BEG/END APPT.	COMMENTS
S.A.T. Proctors (cont'd)					
Mathis, Violande					6 hrs.
McArdle, Patrick					6 hrs.
McGrath, Donna					6 hrs.
Neville, Patricia					6 hrs.
Powers, Brian					6 hrs.
Romeo, Marta					6 hrs.
Ruiz, Lawrence					6 hrs.
Tichy, Audrey					6 hrs.
Shaffer, Donna					6.5 hrs.
Montalvo, Andrea					9 hrs.
Montalvo, Christina	Test Supervisor				9 hrs.
Project Prepare:			\$37.14/session	2015 - 2016	Title III Grant [20 sessions]
Johnson, Alanna					
Elementary Gym Night Advisors:				2015 - 2016	
Forest Avenue					
Hilbert, Edward			\$70.09/hr.		up to 4 hrs.
Rayola, Michael			\$80.76/hr.		up to 4 hrs.
Santapogue					
DiStefano, Giovanni			\$74.36/hr.		up to 2 hrs.
Nemeth, Gary			\$93.30/hr.		up to 2 hrs.
South Bay					
Russo, Michael			\$84.32/hr.		up to 6 hrs.
Torres, Nicole			\$58.92/hr.		up to 2 hrs.

SCHEDULE 15-C-9 Civil Service Personnel Schedule

NAME	POSITION	SCHOOL/ AREA	STEP/ SALARY	BEG/END APPT.	COMMENTS
Lathbury, Florence	School Bus Driver	Trans.		11/23/15 - 2/23/16	Leave of Absence
Dantonio, Mario	School Bus Driver	Trans.		11/16/15	Resignation
Guariglia, Rachel	Paraprofessional (special ed. aide)	TA		11/16/15	Resignation
Pollacek, Roberta	Paraprofessional (school monitor)	SA	Step 4/ \$15.65/hr.	11/25/15	Student AM Arrivals [1 hr./day - add'l hrs.]
*Salas, Edwin	Senior Guard	DW	\$60,000. (prorate)	11/25/15	Probationary Appt.
*Topor, Anna	Paraprofessional (classroom aide)	TA	Step 1/ \$13.64/hr.	11/25/15	Probationary Appt.
*McLaughlin, Amy	Paraprofessional (school monitor)	TA	Step 1/ \$13.64/hr.	11/25/15	Probationary Appt.
Keenan, Debra	Paraprofessional (special ed. aide)	FA	Step 1/ \$13.64/hr.	11/25/15	Probationary Appt.
Student PAC Technicians:			\$8.75/hr.	2015 - 2016	
Garcia, Kyle					
Henshaw, Kyle					
Partain, Joseph					
Valenti, Joseph					

*Emergency Conditional Appointment

FINANCE

#FI-1

RESOLVED: that the West Babylon Board of Education approves Change Order #1, in the increase amount of (\$3,799.35), for flooring abatement and general construction, as part of the Capital Project at the Junior High School (SED No. 58-01-02-03-0-002-025) with Parsons Commercial, LLC. The new contract sum, including this change, will be \$281,883.85.

#FI-2

RESOLVED: that the West Babylon Board of Education gratefully accepts a donation, in the amount of \$134.55, from Ohiopyle Print. The donation will be deposited into the Senior High School Trust & Agency account.

#FI-3

RESOLVED: that the West Babylon Board of Education approves the following budget transfer:

<i>ACCOUNT CODE</i>	<i>ACCOUNT CODE DESCRIPTION & TRANSFER EXPLANATION</i>	<i>FROM</i>	<i>TO</i>
A2110.1310	Salary Adjustments & New Hires	\$31,500.00	
A2110.1562	Independent Lead Evaluator		\$31,500.00
	Payment for Independent Lead Evaluators		

#FI-4

RESOLVED: that the West Babylon Board of Education approves the October, 2015 Treasurer's Report.

POLICY:

Trustee Wandasiewicz seconded by Trustee Scarlatos made a motion to waive reading and move the following policies to second time discussion:

- File: 5425: Automated External Dibrillators**
 - File: 1230 Public Participation at Board Meetings**
- Trustee Kranz was out of the room

The motion was **CARRIED** by all present

Trustee Scarlatos seconded by Trustee Wandasiewicz made a motion to move the following policies to third time adoption:

- File: 5300.65 Visitors to the Schools**
 - File: 9530.1 Non-Instructional Personnel**
- Trustees Kranz and Longo were out of the room

The motion was **CARRIED** by all present

OLD BUSINESS/NEW BUSINESS:

Board President Lucy Campasano asked if any of the trustees would be interested in serving on the district's technology committee which meets three to four times a year. Trustees Scarlatos and Evola volunteered. The first meeting will be held on December 2, 2015 at 2:30 in the Board room. Mr. Hanley said that Policy 1500 — Use of Facilities, should be reviewed and modified for the new fields. He will send a copy via email to the trustees and bring it to the December 8, 2015 meeting.

Statement of Residents: None

Trustee Scarlatos seconded by Trustee Evola made a motion to adjourn at 8:37 p.m.

The motion was **CARRIED** by all present

District Clerk