

WEST BABYLON UNION FREE SCHOOL DISTRICT  
WEST BABYLON, NEW YORK  
SPECIAL MEETING  
BOARD OF EDUCATION  
BOARD ROOM - ADMINISTRATION BUILDING  
TUESDAY – JULY 28, 2015

AGENDA

The order of business at all regular meetings shall be as follows:

1. Call to order by presiding officer
2. Pledge of Allegiance to the Flag  
[6:00 P.M. - Meeting Convenes followed by Executive Session]
3. Approval of minutes of previous meeting(s): Organization Meeting: July 7, 2015
4. Statement of the Board and/or Superintendent
5. Report of the Superintendent:
  - A. **Capital Project Update**  
Representatives from: BBS Architects, School Construction Consultants and Laser Industries, Inc.
  - B. **2015-2016 Goals**  
Dr. Yiendhy Farrelly, Superintendent of Schools
6. Business Agenda [**\*\*Consent Agenda Items**]
  - A. **BOARD OF EDUCATION**
    - \*\* (R) Adoption of 2015-2016 District, Board and Superintendent’s Goals (Res. #BE-1)
    - \*\* (R) Approval of Strong Island Physical Therapy, P.C., to provide Physical Therapy Services to West Babylon School District Resident Students, with Disabilities, for the 2015-2016 School Year (Res. #BE-2)
    - \*\* (R) Approval of St. James Tutoring, to provide Tutoring Services to West Babylon School District Resident Students, with Disabilities, for the 2015-2016 School Year (Res. #BE-3)
    - \*\* (R) Approval of Sail at Ferncliff Manor, to provide Special Education Services to a West Babylon School District Resident Student, with Disabilities, retroactively, for the 2014-2015 School Year (Res. #BE-4)
    - \*\* (R) Approval of Sail at Ferncliff Manor, to provide Special Education Services to a West Babylon School District Resident Student, with Disabilities, for the 2015-2016 School Year (Res. #BE-5)
    - \*\* (R) Approval of Out East Therapy Services of New York, to provide Therapy and Nursing Services to West Babylon School District Resident Students, with Disabilities, for the 2015-2016 School Year (Res. #BE-6)

Continued .....

- \*\* (R) Approval of Adults and Children with Learning and Developmental Disabilities, Inc., to provide Therapeutic Recreation Program After School Services, for West Babylon School District Resident Students, with Disabilities, for the 2015-2016 School Year (Res. #BE-7)
- \*\* (R) Approval of NYSARC, Inc. Suffolk Chapter, to provide Special Education Services to Handicapped, West Babylon School District Resident Students, with Disabilities, for the 2015-2016 School Year (Res. #BE-8)
- \*\* (R) Approval of Cleary School for the Deaf, to provide Special Education Services to West Babylon School District Resident Students, with Hearing Impairments, for the 2015-2016 School Year (Res. #BE-9)
- \*\* (R) Approval of Island Therapies, to provide Therapy Services, to West Babylon School District Resident Students, for the 2015-2016 School Year (Res. #BE-10)
- \*\* (R) Approval of New York Therapy Placement Services, Inc., to provide various Therapy and Professional Services to West Babylon School District Resident Students, with Disabilities, for the 2015-2016 School Year (Res. #BE-11)
- \*\* (R) Approval of Reach for the Stars Tutoring, Inc., to provide Academic Tutoring Services to West Babylon School District Resident Students, with Disabilities, for the 2015-2016 School Year (Res. #BE-12)
- \*\* (R) Approval of Plainedge School District, to provide Special Education Services to West Babylon School District Resident Students, with Disabilities, for the 2015-2016 School Year (Res. #BE-13)
- \*\* (R) Approval of the Transition Services Agreement between Abilities, Inc. at The Viscardi Center and the West Babylon School District, to provide Special Education Services or Programs, to West Babylon School District Resident Students, with Disabilities, for the 2015-2016 School Year (Res. #BE-14)
- \*\* (R) Approval of Childhood Anxiety Solutions, to provide Consultation on Selective Mutism, to West Babylon School District Resident Students, for the 2015-2016 School Year (Res. #BE-15)
- \*\* (R) Approval of Kids First Evaluation & Advocacy Center, Inc., to provide Special Education Services, to West Babylon School District Resident Students, with Disabilities, for the 2015-2016 School Year (Res. #BE-16)
- \*\* (R) Approval of the Consultant Agreement with Long Island Athletic Services, to provide Certified Athletic Training, for the 2015-2016 School Year (Res. #BE-17)
- \*\* (R) Approval of the License Agreement between SCOPE Education Services and the West Babylon School District, to provide the SAT Preparatory Program, for the 2015-2016 School Year (Res. #BE-18)
- \*\* (R) Approval of the Services Agreement with SUMMIT Security Services, Inc. and the West Babylon School District, to provide Security Services, for the 2015-2016 School Year (Res. #BE-19)
- \*\* (R) Approval of the Continuation of Retirees Life Insurance Policies (Res. #BE-20)

**B. PERSONNEL**

- \*\* (R) 15-P-2 Professional Personnel
- \*\* (R) 15-C-2 Civil Service Personnel (Res. #PE-1)

**C. FINANCE**

- \*\* (R) Budget Transfers (Res. #FI-1 through Res. #FI-3)
- \*\* (R) Approval of Agreement with Grow Healthy and the West Babylon School District, to Install Grow Vending Machines (Res. #FI-4)
- \*\* (R) Approval of Extension of the West Babylon Driver Education and In-Car Driving Training Contract with Fitzgerald's Driving School, Inc., for the Fall of 2015, Spring 2016 and Summer 2016 (Res. #FI-5)
- \*\* (R) Long Island School Nutrition Directors Association Cooperative Bid (Res. #FI-6)
- \*\* (R) 2015-2016 School Food Service Cooperative Bids (Res. #FI-7)
- \*\* (R) Award of Universal Testing and Inspection Bid (Res. #FI-8)

7. Policy Review:
  - A. Board Review - Evaluation of the Superintendent (First Time Reading) (File:0320)
  - B. Board Review - Agenda Format (Second Time Discussion) (File:2350)
8. Adjournment [This should take place by 10:00 P.M.]

\*Per Board Policy 1230: The Board of Education encourages participation of residents at open Board meetings. The President of the Board shall ask for brief statements from residents and set a time limit (three minutes per resident) on such statements. To allow for public participation, a period not to exceed 15 minutes shall be set aside during the first and last part of each Board meeting. The President shall be responsible for the orderly conduct of the meeting and shall rule on such matters as the time to be allowed for public discussion and the appropriateness of the subject being presented. The President shall have the right to discontinue any presentation which violates this policy. Residents wishing to speak should identify themselves, their address, any organization they may be representing at the meeting, and the topic they wish to discuss. Statements during the first part of the meeting will relate to agenda items. Statements during the second part of the meeting will relate to other district matters.

### Follow-Up to Residents' Unanswered Questions

| Date          | Residents' Questions | Responses |
|---------------|----------------------|-----------|
| July 7, 2015  | -----                | -----     |
| June 23, 2015 | -----                | -----     |

WEST BABYLON UNION FREE SCHOOL DISTRICT  
WEST BABYLON, NEW YORK  
SPECIAL MEETING  
BOARD OF EDUCATION  
BOARD ROOM - ADMINISTRATION BUILDING  
TUESDAY – JULY 28, 2015  
RESOLUTIONS  
BOARD OF EDUCATION

\*\*#BE-1

RESOLVED: that the 2015-2016 District, Board and Superintendent’s Goals, are adopted, as follows:

**2015-2016 DISTRICT, BOARD, AND SUPERINTENDENT’S GOALS**

District Goals 2015-2016

1. Commit to a district-wide comprehensive long range strategic plan with measurable goals & objectives that are evaluated for annual improvement. (01.01.01)
2. Provide rigorous and relevant standards aligned with instructional and co-curricular programs taught by highly effective staff for the purpose of improving student achievement and preparing students to be college and career ready while meeting all New York State and Federal mandates. (06.00.00)
3. Enhance communication methods to further promote relationships between the school district and the community. (02.00.00)
4. Maintain fiscal stability and improve efficiency while providing quality educational programs for our students. (03.00.00)
5. Provide safe, healthy and well-maintained facilities for the physical, social and emotional well-being of students and staff. (04.00.00)

Board Goals 2015-2016

1. Monitor progress of the district’s strategic plan, review measurable goals & objectives and establish policies to support district goals. (01.03.01)
2. Ensure that the goals of the instructional program of West Babylon not only meet, but exceed, the standards of the Common Core Curriculum of New York State.
3. Commit to continued Board trustee staff development.
  - 3.1 The Board of Education will participate in professional development programs in order to remain current in providing guidance in the governance of the district. (01.02.02)
4. Maintain fiscal stability that addresses the needs of the district while balancing the community’s commitment in difficult financial times. (03.01.00)

Continued .....

### Superintendent's Goals 2015-2016

1. **Establish a district-wide process for evaluating progress toward successful completion of system-wide goals identified in the strategic plan (01.03.00)**
2. **Improve upon the overall health and safety of the school district. (04.01.00)**
  - 2.1. With the assistance of central administrators, oversee the capital project scope of work.
  - 2.2. Meet four times a year with the District Health and Safety Committee to address matters of student/staff health and safety.
  - 2.3. Establish a security system for each building.
3. **Establish administrative collegial forums that focus on how administrators can impact instruction and student achievement in each building.**
4. **Examine employee morale and implement ways to improve upon district culture and employee morale. (05.03.00)**
5. **Maintain fiscal stability that addresses the needs of the district while balancing the community's commitment in difficult financial times. (03.01.00)**
  - 5.1. Oversee and manage the use of fund balance and reserves, the redistribution of reserves, and the creation of new (capital) reserve categories. (03.01.01, 04.02.02)
  - 5.2. Meet the challenges of the 2016-2017 District Budget.
  - 5.3. Continue to monitor the impact of declining enrollment. (03.02.01)
  - 5.4. Engage in collective bargaining process that meets the needs of both the district and workforce during these fiscally challenging times.
  - 5.5. Work to establish a balanced budget.

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\*\*\*BE-2

RESOLVED: that the West Babylon Board of Education approves the following agency to provide physical therapy services, to West Babylon School District resident students, with disabilities, for the 2015-2016 school year:

Strong Island Physical Therapy, P.C.

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\*\*\*BE-3

RESOLVED: that the West Babylon Board of Education approves the following agency to provide tutoring services, to West Babylon School District resident students, with disabilities, for the 2015-2016 school year:

St. James Tutoring, Inc.

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\*\*\*BE-4

RESOLVED: that the West Babylon Board of Education approves the following agency to provide special education services, to a West Babylon School District resident student, with disabilities, retroactively, for the 2014-2015 school year:

Sail at Ferncliff Manor

\*\*\*BE-5

RESOLVED: that the West Babylon Board of Education approves the following agency to provide special education services, to a West Babylon School District resident student, with disabilities, for the 2015-2016 school year:

Sail at Ferncliff Manor

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\*\*\*BE-6

RESOLVED: that the West Babylon Board of Education approves the following agency to provide therapy and nursing services, to West Babylon School District resident students, with disabilities, for the 2015-2016 school year:

Out East Therapy Services of New York

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\*\*\*BE-7

RESOLVED: that the West Babylon Board of Education approves the following agency to provide therapeutic recreation program after school services, to West Babylon School District resident students, with disabilities, for the 2015-2016 school year:

Adults and Children with Learning and Developmental Disabilities, Inc.

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\*\*\*BE-8

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

NYSARC, Inc. Suffolk Chapter

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\*\*\*BE-9

RESOLVED: that the West Babylon Board of Education approves the following agency to provide special education services, to West Babylon School District resident students, with hearing impairments, for the 2015-2016 school year:

Cleary School for the Deaf

**\*\*#BE-10**

**RESOLVED:** that the West Babylon Board of Education approves the following agency to provide therapy services, to West Babylon School District resident students, for the 2015-2016 school year:

Island Therapies

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**\*\*#BE-11**

**RESOLVED:** that the West Babylon Board of Education approves the following agency to provide various therapy and professional services, to West Babylon School District resident students, with disabilities, for the 2015-2016 school year:

New York Therapy Placement Services, Inc.

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**\*\*#BE-12**

**RESOLVED:** that the West Babylon Board of Education approves the following agency, to provide academic tutoring, to West Babylon School District resident students, with disabilities, for the 2015-2016 school year:

Reach for the Stars Tutoring, Inc.

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**\*\*#BE-13**

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

Plainedge School District

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**\*\*#BE-14**

**RESOLVED:** that the West Babylon Board of Education approves the following transition services agreement, with the West Babylon School District, to provide special services or programs, to West Babylon School District resident students, with disabilities, for the 2015-2016 school year:

Abilities, Inc. at The Viscardi Center



**\*\*#BE-15**

**RESOLVED:** that the West Babylon Board of Education approves the following agency, to provide consultation on selective mutism, to West Babylon School District resident students, for the 2015-2016 school year:

Childhood Anxiety Solutions

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**\*\*#BE-16**

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

Kids First Evaluation & Advocacy Center, Inc.

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**\*\*#BE-17**

**RESOLVED:** that the West Babylon Board of Education approves the Consultant Agreement between Long Island Athletic Services, Inc. and the West Babylon School District, to provide certified athletic training, for the 2015-2016 school year.

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**\*\*#BE-18**

**RESOLVED:** that the West Babylon Board of Education approves the License Agreement between SCOPE Education Services and the West Babylon School District, to provide an SAT Preparatory Program, for the 2015-2016 school year.

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**\*\*#BE-19**

**RESOLVED:** that the West Babylon Board of Education approves the Service Agreement with SUMMIT Security Services, Inc., and the West Babylon School District, to provide security services, for the 2015-2016 school year.

\*\*#BE-20

WHEREAS: Questions have arisen with regard to the clarity, interpretation and payment, by the District, of the premiums for the following insurance policies set forth herein provided to certain retirees; and

WHEREAS: It was and is the intention of the Board of Education to remove any ambiguities due to interpretations as to the responsibility of the District to continue the payment of the premiums for these persons and policies; and

WHEREAS: Dr. Robert Manley, is a retiree of the district pursuant to a contract between the District and Dr. Manley; and

WHEREAS: Mr. Melvin Noble, is a retiree of the district pursuant to a contract between the District and Mr. Noble; and

WHEREAS: Mr. Michael Rizzo, is a retiree of the district pursuant to a contract between the District and Mr. Rizzo; and

WHEREAS: Dr. Richard Walter, is a retiree of the district pursuant to a contract between the District and Dr. Walter; and

IT IS HEREBY RESOLVED: that the West Babylon Board of Education approves the continuance of the past practice of payment of premiums for the following policies set forth below or successors thereto:

Dr. Robert Manley

- MassMutual – Whole Life Policy #007XXXXXX
- MassMutual – Term Life Policy #007XXXXXX
- AIG – Term Life Group Policy #99XXXX

Mr. Melvin Noble

- MassMutual – Whole Life Policy #007XXXXXX
- MassMutual – Term Life Policy #011XXXXXX
- AIG – Term Life Group Policy #99XXXX
- Security Mutual – Split Dollar Policy

Mr. Michael Rizzo

- MassMutual – Whole Life Policy #007XXXXXX
- MassMutual – Term Life Policy #011XXXXXX

Dr. Richard Walter

- MassMutual – Whole Life Policy #008XXXXXX
- MassMutual – Term Life Policy #008XXXXXX

**PERSONNEL**

**\*\*#PE-1**

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

|               |                         |
|---------------|-------------------------|
| <u>15-P-2</u> | Professional Personnel  |
| <u>15-C-2</u> | Civil Service Personnel |

**FINANCE**

\*\*\*FI-1

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

| <i>ACCOUNT CODE</i> | <i>ACCOUNT CODE<br/>DESCRIPTION &amp;<br/>TRANSFER EXPLANATION</i> | <i>FROM</i> | <i>TO</i>   |
|---------------------|--|-------------|-------------|
| A2110.1310          | Salary Adjustments and New Hires                                   | \$30,000.00 |             |
| A1910.4490          | Unallocated Insurance and Loss Fund                                |             | \$30,000.00 |
|                     | Personnel release and settlement agreement                         |             |             |

\*\*\*FI-2

RESOLVED: that the West Babylon Board of Education approves, retroactively, the following budget transfers:

| <i>ACCOUNT CODE</i> | <i>ACCOUNT CODE<br/>DESCRIPTION &amp;<br/>TRANSFER EXPLANATION</i> | <i>FROM</i> | <i>TO</i>   |
|---------------------|--|-------------|-------------|
| A2110.1310          | Salary Adjustments & New Hires                                     | \$87,457.80 |             |
| A2110.1600          | Teacher Aides/Sub Salaries   | \$35,099.17 |             |
| A1620.1670          | Buildings & Grounds Overtime                                       |             | \$ 3,076.42 |
| A1620.1672          | Buildings & Grounds Overtime/Community Use                         |             | \$ 4,935.05 |
| A2020.1600          | Principal Clerical Salaries  |             | \$ 815.14   |
| A2020.1640          | Substitute Clerical  |             | \$ 3,969.00 |
| A2110.1300          | Teacher Salaries 7-12  |             | \$17,237.51 |
| A2110.1401          | Daily Substitutes  |             | \$ 9,830.00 |
| A2110.1410          | Home Teaching  |             | \$21,848.20 |
| A2110.1500          | Other Instructional Salaries                                       |             | \$15,761.07 |
| A2110.1510          | Tutorial Salaries  |             | \$ 3,218.97 |
| A2110.1561          | Adm. Vacation Pay  |             | \$ 2,269.66 |
| A2250.1601          | Aides Special Education  |             | \$15,081.35 |
| A2270.1200          | Reading Teachers K-5   |             | \$ 2,755.01 |
| A2331.1500          | Instructional Salaries   |             | \$ 7,945.81 |
| A2815.1601          | Non-Instructional Nurses/Overtime                                  |             | \$ 2,266.02 |
| A2850.1630          | Non-Instructional Chaperones                                       |             | \$ 1,589.10 |
| A2855.1500          | Coaches Salaries   |             | \$ 7,276.31 |
| A5510.1631          | Bus Driver Salaries/Field Trips                                    |             | \$ 2,682.35 |
|                     | End of Year Salary Reconciliation                                  |             |             |

\*\*#FI-3

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

| <i>ACCOUNT CODE</i> | <i>ACCOUNT CODE<br/>DESCRIPTION &amp;<br/>TRANSFER EXPLANATION</i> | <i>FROM</i>  | <i>TO</i>    |
|---------------------|--|--------------|--------------|
| A2250.4900          | BOCES Services   | \$127,500.00 |              |
| A2250.4700          | Tuition  |              | \$127,500.00 |
|                     | Transfer of student from<br>BOCES to Ferncliff Manor               |              |              |

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\*\*FI-4

RESOLVED: that the West Babylon Board of Education approves an agreement with Grow Healthy to install eight (8) of the Grow Vending Machines on its premises with the exclusive right to vend all-natural and healthy snacks and drinks. The term of this agreement will be for 12 months and automatically renew each year.

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\*\*FI-5

RESOLVED: that the West Babylon Board of Education agrees to extend the West Babylon Driver Education and In-Car Driver Training contract, with Fitzgerald’s Driving School, Inc., at a rate of \$255.00 per student, to be effective during the Fall 2015, Spring 2016 and Summer 2016.

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\*\*#FI-6

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

WHEREAS, It is the plan of a number of public school districts in **Nassau/Suffolk Counties**, New York to bid jointly on selected Food Service Commodities, Food and Food Service Supplies for the 2015-2016 school year.

WHEREAS, The **West Babylon School District** is desirous of participating with other districts in **Nassau/Suffolk Counties** in the joint bidding of the commodities mentioned above as authorized by General Municipal Law, Section 119-0; and,

WHEREAS, The **West Babylon School District** wishes to appoint a committee to assume the responsibility for the drafting of specifications, advertising for bids, accepting and opening bids, reporting the results to the boards of education and making recommendations thereon; therefore,

Continued .....

BE IT RESOLVED, that the **Board of Education of the West Babylon School District** hereby appoints the **Long Island School Nutrition Directors Association Cooperative Bid Committee** to represent it in all matters related above; and,

BE IT FURTHER RESOLVED, that the **West Babylon School District's Board of Education** authorizes the above-mentioned committee to represent it in all matters leading up to the entering into a contract for the purchase of the above-mentioned commodities; and,

BE IT FURTHER RESOLVED, that the **West Babylon School District's Board of Education** agrees to assume its equitable share of the costs of the cooperative bidding; and,

BE IT FURTHER RESOLVED, that the **West Babylon School District's Board of Education** agrees (1) to abide by majority decisions of the participating districts on quality standards; (2) that unless all bids are rejected, it will award contracts according to the recommendations of the committee; (3) that after award of contract(s), it will conduct all negotiations directly with the successful bidder(s).

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\*\*#FI-7

RESOLVED: that the West Babylon Board of Education accepts the following recommendations awarding bids listed from the Long Island School Food Service Directors Coop Bid Association for the 2015-2016 school year:

**Bagels**

Modern Italian Bakery

**Bread**

Modern Italian Bakery

**Frozen**

H. Schrier & Co.

Mivila Foods

Nardone Bros. Baking Co.

T. A. Morris

**Small Equipment**

Bar Boy Products

Calico Industries, Inc.

J & F Supplies

Mivila Foods

Premium Supply Co.

Pueblo Hotel Supply

Sam Tell Companies

**Ice Cream**

American Classic Ice Cream

**Dishwashing Supplies**

Diamond Chemical Company

**Dairy**

H. Schrier & Co.

Mivila Foods

T. A. Morris

**Gov't. Processed**

AdvancePierre Foods

Cargill Kitchen Solutions

Jennie O Turkey Store

Mivila Foods

Nardone Bros. Baking Co.

Rich Products Corp.

T.A. Morris

**Meat**

Flynn's Provisions

H. Schrier & Co.

Island Wholesale Foods

Mivila Foods

T.A. Morris

**Snacks**

Cookies & More

H. Schrier & Co.

Jay Bee Distributors

Mivila Foods

New York Pretzel

T.A. Morris

Continued .....

**Paper & Disposables**

APPCO Paper & Plastic Corp.  
H. Schrier & Co.  
J & F Supplies  
Mivila Foods

**Large Equipment**

Bar Boy Products  
Calico Industries  
Nassau Food Service Equip.  
Premium Supply Co.  
Sam Tell Companies

**Drinks**

Big Geysler  
Coca Cola  
Snapple Distributors, Inc.  
Colonial Coffee Co.  
H. Schrier & Co.  
Cookies & More  
Mivila Foods  
T. A. Morris  
Jay Bee Distributors

**Grocery**

H. Schrier & Co.  
Jay Bee Distributors  
Mivila Foods  
T. A. Morris

**\* PLEASE NOTE: THE COOP BID WILL CONTINUE TO BID MILK WITH THE NY STATE CONTRACT\***

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\*\*#FI-8

RESOLVED: that the West Babylon Board of Education approves Universal Testing and Inspection, as the lowest responsible bidder, to provide special testing and inspections for:

Two (2) concrete and two (2) asphalt inspections at John F. Kennedy Elementary School

Turf/Field -- 10 to 15 days -- of concrete and compaction inspections

WEST BABYLON UNION FREE SCHOOL DISTRICT

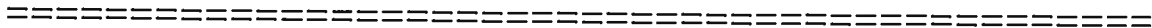
SPECIAL MEETING - BOARD OF EDUCATION - TUESDAY - JULY 28, 2015

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**PERSONNEL**

(R) Schedules:      15-P-2      Professional Personnel  
                             15-C-2      Civil Service Personnel (\*\*#PE-1)





**PROFESSIONAL PERSONNEL SCHEDULE**

**I. Professional Personnel Schedule 15-P-2**

- A. Leave of Absence Request
- B. PEL Recalls
- C. Probationary Appointments
- D. Regular Substitute Appointments
- E. 2015-2016 AEHS Appointments
- F. 2014 Club & Advisor
- G. 2015-2016 Clubs & Advisors
- H. Fall, 2015 Coaching
- I. 2015 Summer Work
- J. 2015-2016 CSE/CPSE Stipends
- K. 2015-2016 Student Teachers/Observers/Interns
- L. 2015-2016 Per Diem Substitutes

**CIVIL SERVICE PERSONNEL SCHEDULE**

**II. Civil Service Personnel Schedule 15-C-2**

- A. 2015-2016 AEHS/Adult Education Clerical
- B. 2015-2016 Guards
- C. 2015-2016 Per Diem Substitutes

SCHEDULE 15-P-2 Professional Personnel Schedule

Date of Meeting: July 28, 2015

Page 1 of 12 pages.

| NAME              | POSITION          | SCHOOL/<br>AREA | STEP/<br>SALARY | BEG/END<br>APPT.          | COMMENTS                                   |
|-------------------|-------------------|-----------------|-----------------|---------------------------|--|
| Limone, Jacquelyn | Special Ed. Tchr. | HS              |                 | First Semester, 2015-2016 | Leave of Absence<br>[2 <sup>nd</sup> ext.] |

**The following probationary teachers are being recalled from the Preferred Eligibility List:**

|                   |                                 |          |   |                  |  |
|-------------------|---------------------------------|----------|---|------------------|--|
| Liardi, Christine | Music Tchr.                     | SB/FA/TA | Step A-8-11/<br>\$93,133.                   | 9/1/15           |  |
| Clark, Kathryn    | PT/Social Studies Tchr.<br>(.4) | JH       | Step A-5-6/<br>\$70,701.<br>(prorate @ 40%) | 9/1/15 - 6/30/16 |  |
| Torres, Nicole    | PT/Physical Ed. Tchr.<br>(.6)   | SB       | Step A-5-6/<br>\$70,701.<br>(prorate @ 60%) | 9/1/15 - 6/30/16 |  |

**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. This applies to the following teachers and administrator:**

|                    |                       |    |                          |        |   |
|--------------------|-----------------------|----|--------------------------|--------|---|
| Hoffman, Jennifer  | Curriculum Specialist | DW | \$125,000.<br>(prorate)  | 8/3/15 | Title II 50%/General Funds 50%<br>Probationary Appt.<br>[certs: SDL, SBL]                 |
| Koudelka, Tiffany  | Reading Tchr.         | SA | Step A-5-1/<br>\$58,511. | 9/1/15 | Probationary Appt.<br>[certs: Literacy B-6, ELA 7-12,<br>Ch. Ed. 1-6, SWD 1-6]            |
| Lambert, Christine | Reading Tchr.         | JH | Step A-1-1/<br>\$48,759. | 9/1/15 | Probationary Appt.<br>[certs: Ch. Ed. 1-6, SWD B-2 & 1-6,<br>pending Literacy B-6 & 5-12] |
| Ofsharick, Shannon | Special Ed. Tchr.     | HS | Step A-5-1/<br>\$58,511. | 9/1/15 | Probationary Appt.<br>[certs: ELA 7-12, SWD 7-12 English]                                 |

SCHEDULE 15-P-2 Professional Personnel Schedule

Date of Meeting: July 28, 2015

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REPLACEMENT PAGE 2

| NAME             | POSITION         | SCHOOL/<br>AREA | STEP/<br>SALARY          | BEG/END<br>APPT. | COMMENTS   |
|------------------|------------------|-----------------|--------------------------|------------------|--|
| Craig, Amanda    | Elementary Tchr. | FA              | Step A-5-1/<br>\$58,511. | 9/1/15           | Probationary Appt.<br>[certs: Ch. Ed. 1-6, Literacy B-2]   |
| Frole, Katie     | Elementary Tchr. | JK              | Step A-5-1/<br>\$58,511. | 9/1/15           | Probationary Appt.<br>[certs: Ch. Ed. 1-6, SWD B-2 & 1-6]  |
| Matthews, Autumn | Elementary Tchr. | JK              | Step A-1-1/<br>\$48,759. | 9/1/15           | Probationary Appt.<br>[certs: Ch. Ed. 1-6, SWD 1-6]  |
| Belina, Michelle | Science Tchr.    | HS              | Step A-1-1/<br>\$48,759. | 9/1/15           | Probationary Appt.<br>[certs: Biology 7-12,<br>pending Gen. Science 7-12,<br>pending Chemistry 7-12] |

**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. This applies to the following previously appointed teachers and administrator:**

|                     |                     |     |  |        |
|---------------------|---------------------|-----|--|--------|
| Devane, Michael     | Asst. Principal     | HS  |  | 7/8/15 |
| Travaglia, Jennifer | ESL Tchr.           | JH  |  | 9/1/15 |
| Mauro, Kathryn      | ESL Tchr.           | HS  |  | 9/1/15 |
| Kuncman, Lauren     | School Psychologist | SA  |  | 9/1/15 |
| Tarasov, Lyubov     | ESL Tchr.           | TBD |  | 9/1/15 |
| Asher, Samantha     | Special Ed. Tchr.   | JH  |  | 9/1/15 |
| Shepard, Kristin    | Special Ed. Tchr.   | JH  |  | 9/1/15 |
| Olbeter, Brittany   | Special Ed. Tchr.   | JH  |  | 9/1/15 |
| Campbell, Lindsey   | Special Ed. Tchr.   | HS  |  | 9/1/15 |
| Hedger, Lauren      | Special Ed. Tchr.   | JH  |  | 9/1/15 |
| Zarcone, Lisa       | Special Ed. Tchr.   | SA  |  | 9/1/15 |

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| NAME                                | POSITION                                 | SCHOOL/<br>AREA | STEP/<br>SALARY                       | BEG/END<br>APPT.           | COMMENTS   |
|-------------------------------------|--|-----------------|---------------------------------------|----------------------------|--|
| Ryan, Diana                         | Regular Substitute/<br>Special Ed. Tchr. | HS              | Step A-1-1/<br>\$48,759.<br>(prorate) | First Semester, 2015-2016, | [certs: Math 7-12, SWD 7-12]<br>or earlier at district's discretion        |
| Kamalic, Alyssa                     | Regular Substitute/<br>Special Ed. Tchr. | FA              | Step A-1-1/<br>\$48,759.<br>(prorate) | First Semester, 2015-2016, | [certs: Ch. Ed. 1-6, SWD B-2 & 1-6]<br>or earlier at district's discretion |
| Schiek, Christine                   | Regular Substitute/<br>Elementary Tchr.  | JH              | Step A-1-1/<br>\$48,759.<br>(prorate) | 9/1/15 - 6/30/16,          | [certs: Ch. Ed. 1-6, SWD B-2 & 1-6]<br>or earlier at district's discretion |
| <b><u>AEHS/Adult Education:</u></b> |  |                 | \$34.85/hr.                           | 2015-2016                  |  |
| Fulton, James                       | Independent Art                          |                 |                                       |                            |  |
| Losito, Christopher                 | Independent Social Studies               |                 |                                       |                            |  |
| Greve, Kristina                     | "  |                 |                                       |                            |  |
| Antonelli, Gina                     | Independent Physical Ed./Health          |                 |                                       |                            |  |
| Fiorelli, Carly                     | English                                  |                 |                                       |                            |  |
| Koudelka, Tiffany                   | "  |                 |                                       |                            |  |
| Pantaleo, Nicholas                  | Mathematics                              |                 |                                       |                            |  |
| Zinke, Robert                       | Science                                  |                 |                                       |                            |  |
| Kowalik, Jonathan                   | Earth Science                            |                 |                                       |                            |  |
| Armato, Philip                      | Social Studies                           |                 |                                       |                            |  |
| Jonasson, Christopher               | "  |                 |                                       |                            |  |
| Clark, Kathryn                      | "  |                 |                                       |                            |  |
| Romeo, Marta                        | Spanish                                  |                 |                                       |                            |  |
| Jabour, Lynette                     | Library                                  |                 |                                       |                            |  |
| Powers, Brian                       | Special Education                        |                 |                                       |                            |  |
| Simone, Linda                       | "  |                 |                                       |                            |  |
| Armato, Philip                      | Substitute                               |                 |                                       |                            |  |
| Simone, Linda                       | "  |                 |                                       |                            |  |
| <b><u>Club &amp; Advisor:</u></b>   |  |                 |                                       | 2014-2015                  |  |
| Briody, Donna                       | English Honor Society/Mag.               | HS              | \$1,161.                              |                            |  |

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| NAME                         | POSITION                        | SCHOOL/<br>AREA | STEP/<br>SALARY | BEG/END<br>APPT. | COMMENTS |
|------------------------------|---------------------------------|-----------------|-----------------|------------------|----------|
| <b>Clubs &amp; Advisors:</b> |                                 | HS              |                 | 2015-2016        |          |
| Bodolai, Erin                | Art                             |                 | \$1,161.        |                  |          |
| Bodoali, Erin                | Art Honor Society               |                 | \$1,161.        |                  |          |
| Cafiero, MaryAnn             | Blue & Gold                     |                 | \$4,470.        |                  |          |
| Korchma, Heather             | Blue & Gold                     |                 | \$4,470.        |                  |          |
| Hearns, Gabrielle            | Blue & Gold                     |                 | \$4,470.        |                  |          |
| Barone, Joseph               | Broadcasters'                   |                 | \$1,161.        |                  |          |
| Dombo, Stephen               | Chess                           |                 | \$1,161.        |                  |          |
| Kelly, Barbara               | Color Guard/Kickline            |                 | \$2,478.        |                  |          |
| Kilgus, Colleen              | D.E.C.A.                        |                 | \$1,161.        |                  |          |
| Cafiero, MaryAnn             | Dramatics                       |                 | \$3,840.        |                  |          |
| Briody, Donna                | Eng. Honor Society/Mag.         |                 | \$1,161.        |                  |          |
| Lentricchia, Janet           | F.N.A.                          |                 | \$1,700.        |                  |          |
| Peraza, Rosemary             | Forensics                       |                 | \$1,700.        |                  |          |
| Rogovitz, Eugene             | Grade 12 Advisor                |                 | \$2,788.        |                  |          |
| Snyder, Scott                | Grade 11 Advisor                |                 | \$2,231.        |                  |          |
| Armato, Philip               | Grade 10 Advisor                |                 | \$1,969.        |                  |          |
| Korchma, Heather             | Grade 9 Advisor                 |                 | \$1,969.        |                  |          |
| Prizzi, Theresa              | G.S.A.                          |                 | \$1,161.        |                  |          |
| Fealey, Miranda              | International                   |                 | \$1,161.        |                  |          |
| Scott, Matthew               | Jazz Band I                     |                 | \$1,161.        |                  |          |
| Scott, Matthew               | Jazz Band II                    |                 | \$1,161.        |                  |          |
| Hearns, Gabrielle            | Leaders'                        |                 | \$1,161.        |                  |          |
| Lemmo, Jaime                 | Leo                             |                 | \$1,161.        |                  |          |
| Meadows, Dana                | Marching Band                   |                 | \$4,987.        |                  |          |
| Scott, Matthew               | Marching Band Asst.             |                 | \$3,562.        |                  |          |
| Montalvo, Christina          | Mathematics                     |                 | \$1,161.        |                  |          |
| Jonasson, Christopher        | Mock Trial                      |                 | \$1,700.        |                  |          |
| Montalvo, Andrea             | Mural Painting                  |                 | \$1,161.        |                  |          |
| Barone, Joseph               | Musical Director                |                 | \$2,556.        |                  |          |
| Hyer, Brianne                | N.H.S.                          |                 | \$1,161.        |                  |          |
| TBD                          | Newspaper                       |                 | \$3,840         |                  |          |
| Meadows, Dana                | Pit Conductor/Rehearsal Accomp. |                 | \$1,976.        |                  |          |
| Meadows, Dana                | Playbill                        |                 | \$1,767.        |                  |          |
| Connolly, Kelly              | Quiz Bowl                       |                 | \$580.50        |                  |          |
| Malone, Kevin                | "                               |                 | \$580.50        |                  |          |
| DeSimone, Gerard             | Robotics                        |                 | \$3,370.        |                  |          |
| Bauer, Scott                 | Robotics Asst.                  |                 | \$1,685.        |                  |          |

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| NAME                                   | POSITION                | SCHOOL/<br>AREA | STEP/<br>SALARY | BEG/END<br>APPT. | COMMENTS |
|--|-------------------------|-----------------|-----------------|------------------|----------|
| <b>Clubs &amp; Advisors:</b>           |                         | HS              |                 | 2015-2016        |          |
| Jonasson, Christopher                  | S.A.D.D.                |                 | \$1,161.        |                  |          |
| Montalvo, Andrea                       | Scenic Designer         |                 | \$1,767.        |                  |          |
| Montalvo, Andrea                       | Science Olympiad        |                 | \$1,161.        |                  |          |
| Hearns, Gabrielle                      | Scope                   |                 | \$1,161.        |                  |          |
| Meadows, Dana                          | S.E.A.                  |                 | \$1,161.        |                  |          |
| Barone, Joseph                         | Show/Jazz Choir         |                 | \$1,161.        |                  |          |
| Greve, Kristina                        | Social Science Research |                 | \$2,310.        |                  |          |
| Jonasson, Christopher                  | "                       |                 | \$2,310.        |                  |          |
| Cafiero, Maryann                       | Staging Director        |                 | \$3,109.        |                  |          |
| Kelly, Barbara                         | String Quartet          |                 | \$1,161.        |                  |          |
| Sparks, Meredith                       | Student Council         |                 | \$3,699.        |                  |          |
| Meadows, Dana                          | Tri-M                   |                 | \$1,161.        |                  |          |
| Antonelli, Gina                        | Varsity                 |                 | \$1,161.        |                  |          |
| Bauer, Scott                           | Web Page Designer       |                 | \$3,840.        |                  |          |
| Kilgus, Colleen                        | Work Study Program      |                 | \$3,441.        |                  |          |
| Iaquinto, Christine                    | Yearbook                |                 | \$3,840.        |                  |          |
| <b>Elementary Technology Advisors:</b> |                         |                 | \$1,476.        | 2015-2016        |          |
| Francisco, Andrea                      | FA                      |                 |                 |                  |          |
| Grace-Nizich, Cara                     | JK                      |                 |                 |                  |          |
| Lynch, Maria                           | SA                      |                 |                 |                  |          |
| Chiquitucto, Alison                    | SB                      |                 |                 |                  |          |
| Kalinowski, Barbara                    | TA                      |                 |                 |                  |          |
| Brower-Cohen, Christine                | JH                      |                 |                 |                  |          |
| <b>Morning Challenge:</b>              |                         | JH              | \$37.14/hr.     | 2015-2016        |          |
| Benvenuto, Charles                     |                         |                 |                 |                  |          |
| Horstmann, Thomas                      |                         |                 |                 |                  |          |

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| NAME                         | POSITION            | SCHOOL/<br>AREA | STEP/<br>SALARY | BEG/END<br>APPT. | COMMENTS |
|------------------------------|---------------------|-----------------|-----------------|------------------|----------|
| <b>Clubs &amp; Advisors:</b> |                     | JH              |                 | 2015-2016        |          |
| Lewis, Jaclyn                | Art Club Gr. 6      |                 | \$1,161.        |                  |          |
| "                            | Art Club Gr. 7 & 8  |                 | \$1,161.        |                  |          |
| Lynch, Faye                  | Class Advisor Gr. 6 |                 | \$1,699.        |                  |          |
| Augustine, Janine            | Class Advisor Gr. 7 |                 | \$1,699.        |                  |          |
| Craig, Karol                 | Class Advisor Gr. 8 |                 | \$1,713.        |                  |          |
| Zemba, Lorraine              | Community Service   |                 | \$1,161.        |                  |          |
| Ackermann, Dana              | Computer Club       |                 | \$1,161.        |                  |          |
| Kohler, Amy                  | Critics Club        |                 | \$1,161.        |                  |          |
| TBD                          | Drama Club          |                 | \$1,713.        |                  |          |
| TBD                          | Dramatics Asst.     |                 | \$1,161.        |                  |          |
| Butler, Kenneth              | Jazz Band Gr. 7     |                 | \$2,105.        |                  |          |
| Gimberlein, Nicholas         | Jazz Band Gr. 8     |                 | \$2,105.        |                  |          |
| Hirsch, Malcolm              | Peer Advisory       |                 | \$1,161.        |                  |          |
| Dell'Isola, Robert           | Mathletes           |                 | \$1,161.        |                  |          |
| TBD                          | Music Director      |                 | \$1,306.        |                  |          |
| Carrozzo, Diane              | Newspaper           |                 | \$2,348.        |                  |          |
| Limperatos, Tara             | NJHS                |                 | \$1,161.        |                  |          |
| McCaslin, Craig              | Robotics Club       |                 | \$1,161.        |                  |          |
| Kronenbitter, Linda          | Science Olympiad    |                 | \$1,161.        |                  |          |
| Moran, Eileen                | Student Council     |                 | \$3,247.        |                  |          |
| Hartranft, Gregory           | Yearbook Club       |                 | \$1,022.        |                  |          |
| Shield, Joanne               | Yearbook Club       |                 | \$1,022.        |                  |          |
| <b>Coach:</b>                |                     |                 |                 | Fall, 2015       |          |
| Lang, Catherine              | Varsity Head        | Soccer (G)      | \$6,484.        |                  |          |

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| NAME                                  | POSITION  | SCHOOL/<br>AREA | STEP/<br>SALARY | BEG/END<br>APPT. | COMMENTS       |
|---------------------------------------|---|-----------------|-----------------|------------------|----------------|
| <b>Summer Work:</b>                   |   |                 |                 | Summer, 2015     |                |
| Augustine, Janine                     | Master Scheduling                                     |                 | \$99.15/hr.     |                  | up to 6 hrs.   |
| Benvenuto, Charles                    | "   |                 | \$88.68/hr.     |                  | up to 6 hrs.   |
| Cipparulo, RoseLyn                    | "   |                 | \$92.99/hr.     |                  | up to 6 hrs.   |
| Thiel, Elizabeth                      | CSE Scheduling  |                 | \$88.11/hr.     |                  | up to 15 hrs.  |
| Leonbruno, Thomas                     | CSE Scheduling  |                 | \$93.14/hr.     |                  | up to 15 hrs.  |
| <b>Summer Curriculum Development:</b> |   |                 |                 | Summer, 2015     | Title II Grant |
| DiFrucio, Joseph                      | Integrating Math Modules to 6 <sup>th</sup> Gr. Curr. |                 | \$93.15/hr.     |                  | up to 6 hrs.   |
| Theo, Harry                           | "   |                 | \$99.90/hr.     |                  | up to 6 hrs.   |
| <b>CSE/CPSE Representatives:</b>      |   |                 |                 | Summer, 2015     |                |
| Antonelli, Gina                       |   |                 | \$84.32/hr.     |                  |                |
| Armato, Philip                        |   |                 | \$63.69/hr.     |                  |                |
| Connolly, Kelly                       |   |                 | \$79.85/hr.     |                  |                |
| Fulton, James                         |   |                 | \$89.33/hr.     |                  |                |
| Fulton, Sherri-Anne                   |   |                 | \$88.79/hr.     |                  |                |
| Hands, Eileen                         |   |                 | \$118.18/hr.    |                  |                |
| Losito, Christopher                   |   |                 | \$95.48/hr.     |                  |                |
| Paganica, Heather                     |   |                 | \$82.08/hr.     |                  |                |
| Powers, Joseph                        |   |                 | \$62.98/hr.     |                  |                |
| Silber, Ellen                         |   |                 | \$99.15/hr.     |                  |                |
| <b>CPSE/CSE Stipends:</b>             |   |                 | \$2,022.        | 2015-2016        |                |
| Leonbruno, Thomas                     |   |                 |                 |                  |                |
| Sewell, Mary Jean                     |   |                 |                 |                  |                |
| Thiel, Elizabeth                      |   |                 |                 |                  |                |



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|------|----------|-----------------|-----------------|------------------|----------|
|------|----------|-----------------|-----------------|------------------|----------|

**Student Teachers/Observers:**

Fall, 2015

|                     |                     |    |  |  |  |
|---------------------|---------------------|----|--|--|--|
| Hopper, Michael     | Social Studies      | HS |  |  |  |
| Cariddi, Hannah     | Special Education   | TA |  |  |  |
| Geeke, John         | SpEd/Social Studies | JH |  |  |  |
| Lackner, William    | Technology          | JH |  |  |  |
| Meserole, Elizabeth | Elementary          | JK |  |  |  |
| Tagliente, Madalyn  | Special Education   | TA |  |  |  |
| Zowak, Caitlin      | Physical Ed.        | TA |  |  |  |

**Guidance Intern:**

2015-2016

|                |  |    |  |  |  |
|----------------|--|----|--|--|--|
| Marino, Alyssa |  | HS |  |  |  |
|----------------|--|----|--|--|--|

**Psychology Interns:**

2015-2016

|                    |  |       |  |  |  |
|--------------------|--|-------|--|--|--|
| *Cito, Nicole      |  | FA    |  |  |  |
| Guerriero, John    |  | FA    |  |  |  |
| Konsky, Diana      |  | HS    |  |  |  |
| Lauer, Lori        |  | FA    |  |  |  |
| Posillico, Natalie |  | SB    |  |  |  |
| Twardy, Aimee      |  | JK    |  |  |  |
| *Wade, Alicia      |  | TA/HS |  |  |  |

**Social Work Intern:**

2015-2016

|                      |  |    |  |  |  |
|----------------------|--|----|--|--|--|
| *Garchitorea, Amanda |  | HS |  |  |  |
|----------------------|--|----|--|--|--|

\*Emergency Conditional Appointment

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|------------------------------|----------|-----------------|-----------------|------------------|--------------------------------|
| <b>Per Diem Substitutes:</b> |          | DW              | \$90./day       | 2015-2016        |                                |
| Adamkiewicz, Felix           |          |                 |                 |                  |                                |
| Agnello, Carissa             |          |                 |                 |                  |                                |
| Alberts, Susan               |          |                 |                 |                  |                                |
| Alestra, Andrea              |          |                 |                 |                  |                                |
| Anselona-Troisi, Donna       |          |                 |                 |                  | [certs: Nursery, K-6]          |
| Avanzi, Vincenzo             |          |                 |                 |                  |                                |
| Bender, Karen                |          |                 |                 |                  |                                |
| Billings, Natalia            |          |                 |                 |                  |                                |
| Borthwick, Erica             |          |                 |                 |                  |                                |
| Borzelleca, Francis          |          |                 |                 |                  |                                |
| Brennan, Ellen               |          |                 |                 |                  | [certs: SpEd K-12]             |
| Caggiano, Nicole             |          |                 |                 |                  |                                |
| Cappadona, Grace             |          |                 |                 |                  |                                |
| Carter, Kristin              |          |                 |                 |                  |                                |
| Congiusta, Danielle          |          |                 |                 |                  |                                |
| Cooper, Jamie Lee            |          |                 |                 |                  |                                |
| Craig, Shane                 |          |                 |                 |                  |                                |
| Crisci, Michael              |          |                 |                 |                  |                                |
| Delprete, Linda              |          |                 |                 |                  |                                |
| D'Esposito, Angela           |          |                 |                 |                  |                                |
| Etienne, Marjorie            |          |                 |                 |                  | [certs: Nursery, K-6, Reading] |
| Fitzgerald, Jeanne           |          |                 |                 |                  |                                |
| Flynn, Kathi                 |          |                 |                 |                  |                                |
| Garland, Elizabeth           |          |                 |                 |                  |                                |
| Gerardi, Michael             |          |                 |                 |                  |                                |
| Ginsberg, Cara               |          |                 |                 |                  |                                |
| Goebel, Patricia             |          |                 |                 |                  |                                |
| Grady, Michael               |          |                 |                 |                  |                                |
| Hartmann, Ashley             |          |                 |                 |                  |                                |
| Heaton, Jennifer             |          |                 |                 |                  |                                |
| Helfand-Parisi, Patti        |          |                 |                 |                  | [cert: Reading]                |
| Hennessy, Kevin              |          |                 |                 |                  |                                |
| Horstmann, Gerard            |          |                 |                 |                  |                                |
| Intreglia, Marge             |          |                 |                 |                  |                                |
| Kamalic, Alyssa              |          |                 |                 |                  |                                |
| Karatnytsky, Patricia        |          |                 |                 |                  |                                |
| Kaufman, Michele             |          |                 |                 |                  |                                |
| Kelly, Taralynn              |          |                 |                 |                  |                                |
| Kostiw, B. Thomas            |          |                 |                 |                  |                                |
| Kurt, Dilek                  |          |                 |                 |                  |                                |
| Kushner, Gary                |          |                 |                 |                  |                                |

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|------------------------------|----------|-----------------|-----------------|------------------|--|
| <b>Per Diem Substitutes:</b> |          | DW              | \$90./day       | 2015-2016        |  |
| LaRosa, Nicole               |          |                 |                 |                  |  |
| Leonard, Matthew             |          |                 |                 |                  |  |
| Levesque, Nicole             |          |                 |                 |                  |  |
| Levy, Jesse                  |          |                 |                 |                  |  |
| Lohmann, Robert              |          |                 |                 |                  |  |
| Loos, Samantha               |          |                 |                 |                  |  |
| Lucivero, Christina          |          |                 |                 |                  |  |
| Makarius, Christine          |          |                 |                 |                  |  |
| McClernon, Timothy           |          |                 |                 |                  |  |
| McGrath, Steven              |          |                 |                 |                  |  |
| McKenna, Theresa             |          |                 |                 |                  | [certs: EarthSci; GenSci 7-12; Math 7-9]       |
| McNamara, Stephanie          |          |                 |                 |                  |  |
| Mitnick, Todd                |          |                 |                 |                  |  |
| Mortimer-Baden, Linda        |          |                 |                 |                  |  |
| Muhs, Christopher            |          |                 |                 |                  |  |
| Nauronis, Melissa            |          |                 |                 |                  |  |
| Neville, Robert              |          |                 |                 |                  |  |
| Nocella, Kathleen            |          |                 |                 |                  |  |
| Ofenloch, Jessica            |          |                 |                 |                  |  |
| Olszewski, Darlene           |          |                 |                 |                  |  |
| O'Neil, Margaret             |          |                 |                 |                  | [certs: K-6; GenSci & EarthSci K-12; Math 7-9] |
| Osborn, Cathleen             |          |                 |                 |                  |  |
| Parisi, Michelle             |          |                 |                 |                  |  |
| Pattilio, Tracey             |          |                 |                 |                  |  |
| Peace, Stephanie             |          |                 |                 |                  |  |
| Penn, Linda                  |          |                 |                 |                  |  |
| Powers, Julia                |          |                 |                 |                  | [certs: K-6; Social Studies 7-12]              |
| Quinn, Denise                |          |                 |                 |                  |  |
| Reyman, Nicholas             |          |                 |                 |                  |  |
| Ritacco, Joseph              |          |                 |                 |                  |  |
| Romeo, Kirsten               |          |                 |                 |                  |  |
| Rowcraft, Richard            |          |                 |                 |                  |  |
| Rowland, Ingrid              |          |                 |                 |                  |  |
| Ryan, Diana                  |          |                 |                 |                  |  |
| Saar, Wendy                  |          |                 |                 |                  |  |
| Sanalidro, Ann               |          |                 |                 |                  |  |
| Saraceno, Christine          |          |                 |                 |                  |  |
| Shepard, June                |          |                 |                 |                  |  |
| Simone, Linda                |          |                 |                 |                  |  |

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|---|----------|-----------------|-----------------|------------------|---|
| <b><u>Per Diem Substitutes:</u></b>             |          |                 |                 |                  |   |
| Spahn, Anna                                     |          | DW              | \$90./day       | 2015-2016        |   |
| Squillante, Colette                             |          |                 |                 |                  | [certs: K-6; SpEd]  |
| Stuart, Patricia                                |          |                 |                 |                  |   |
| Sullivan, Mary                                  |          |                 |                 |                  | [cert: SpEd]  |
| Sweet, Debora                                   |          |                 |                 |                  |   |
| Szybkowski, Dawn                                |          |                 |                 |                  |   |
| Tomeo, Patricia                                 |          |                 |                 |                  |   |
| Twardy, Patricia                                |          |                 |                 |                  |   |
| Varrone, John                                   |          |                 |                 |                  |   |
| Vella, Suzanne                                  |          |                 |                 |                  |   |
| Warner, Kathleen                                |          |                 |                 |                  |   |
| Westfall, Ashley                                |          |                 |                 |                  |   |
| Whitney, Ashley                                 |          |                 |                 |                  |   |
| Williams, Kim                                   |          |                 |                 |                  |   |
| Winchester, Megan                               |          |                 |                 |                  |   |
| Zinser, Christine                               |          |                 |                 |                  |   |
| Zito-Farello, Mary                              |          |                 |                 |                  |   |
| <br><b><u>Per Diem Substitutes:</u></b>         |          |                 |                 |                  |   |
| Petti, Jennifer                                 |          | DW              | \$279.77/day    | 2015-2016        |   |
| Saar, Wendy                                     |          |                 |                 |                  | [social worker 5+ consecutive days]<br>[speech 5+ consecutive days] |
| <br><b><u>Registered Nurse Substitutes:</u></b> |          |                 |                 |                  |   |
| Caldas, Candida                                 |          | DW              | \$120./day      | 2015-2016        |   |
| Feeney, Margaret                                |          |                 |                 |                  |   |
| Gorman, Nancy                                   |          |                 |                 |                  |   |
| Graham, Erin                                    |          |                 |                 |                  |   |
| Lees, Melissa                                   |          |                 |                 |                  |   |
| McNulty, Karen                                  |          |                 |                 |                  |   |
| Trial, Laurie                                   |          |                 |                 |                  |   |
| Zimmerman, Josephine                            |          |                 |                 |                  |   |

SCHEDULE 15-C-2 Civil Service Personnel Schedule

Date of Meeting: July 28, 2015

Page 12 of 12 pages.

| NAME | POSITION | SCHOOL/<br>AREA | STEP/<br>SALARY | BEG/END<br>APPT. | COMMENTS |
|------|----------|-----------------|-----------------|------------------|----------|
|------|----------|-----------------|-----------------|------------------|----------|

**AEHS/Adult Education:**

|                |                 |  |             |           |                        |
|----------------|-----------------|--|-------------|-----------|------------------------|
| Lilly, Carolyn | PT/Clerk Typist |  | \$14.80/hr. | 2015-2016 | [2.5 hrs./2 days/week] |
|----------------|-----------------|--|-------------|-----------|------------------------|

**Guards:**

|                       |    |  |             |           |  |
|-----------------------|----|--|-------------|-----------|--|
| Caggiano, Joseph      | DW |  | \$16.75/hr. | 2015-2016 |  |
| Dias, Jose            | DW |  |             |           |  |
| Frank, Alfred         | SB |  |             |           |  |
| Frank, Alfred Jr.     | FA |  |             |           |  |
| Mulholland, Betty Sue | SA |  |             |           |  |
| Palazzolo, Frank      | HS |  |             |           |  |
| Rochford, Thomas      | DW |  |             |           |  |
| Sullivan, John        | HS |  |             |           |  |
| Teufel, Donald        | JK |  |             |           |  |
| Teufel, Gerald        | TA |  |             |           |  |
| Thompson, Ronald      | JH |  |             |           |  |

**Per Diem Substitutes:**

|                    |    |  |          |           |                           |
|--------------------|----|--|----------|-----------|---------------------------|
| Johnston, Gregoria | DW |  | \$9./hr. | 2015-2016 | Clerical                  |
| Lubrano, Dawn      |    |  |          |           | Clerical/Paraprofessional |

WEST BABYLON UNION FREE SCHOOL DISTRICT  
SPECIAL MEETING - BOARD OF EDUCATION - TUESDAY- JULY 28, 2015

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**FINANCE**

- (R) 2015-2016 Long Island School Nutrition Directors Association  
Cooperative Bid and Certification of Acceptance (\*\*#FI-6)
- (R) 2015-2016 School Food Service Cooperative Bids (\*\*#FI-7)
- (R) Award of Universal Testing and Inspection Bid (\*\*#FI-8)

WEST BABYLON SCHOOLS  
SCHOOL FOOD SERVICE DEPARTMENT

**MEMORANDUM**

**TO:** Dr. Yiendhy Farrelly, Superintendent

**FROM:** Jeannette Frabizio, School Food Service Director *JF*

**DATE:** July 1, 2015

**RE:** Coop Resolution and Certification of Acceptance 2015-2016 School Year

Please add these to the next board meeting if possible. Both sheets require the Board President's signature.

Thank you

JUL 22 2015

A handwritten signature in black ink, appearing to be 'JF', is written over a faint rectangular stamp. The signature is stylized and cursive.

**SCHOOL NAME WEST BABYLON SCHOOLS**

**ADDRESS 10 Farmingdale Rd**  
**West Babylon, NY 11704**

**RESOLUTION OF BOARD OF EDUCATION**

WHEREAS, It is the plan of a number of public school districts in Nassau/Suffolk Counties, New York to bid jointly on selected Food Service Commodities, Food and Food Service Supplies for the 2015-16 school year.

WHEREAS, the West Babylon Union Free School DISTRICT, is desirous of participating with other districts in Nassau/Suffolk Counties in the joint bidding of the commodities mentioned above as authorized by General Municipal Law, Section 119-0 and,

WHEREAS, the West Babylon Union Free School DISTRICT, wishes to appoint a committee to assume the responsibility for drafting of specification, advertising for bids, accepting and opening bids, reporting the results to the boards of education and making recommendations thereon; therefore,

BE IT RESOLVED, that the BOARD OF EDUCATION of the West Babylon Union Free School DISTRICT, hereby appoints Long Island School Nutrition Directors Association Cooperative Bid Committee to represent it in all matters related above, and,

BE IT FURTHER RESOLVED, that the West Babylon Union Free School DISTRICT'S Board of Education authorized the above-mentioned committee to represent it in all matters leading up to the entering into a contract for the purchase of the above-mentioned commodities, and,

BE IT FURTHER RESOLVED, that the West Babylon Union Free School DISTRICT'S Board of Education agrees to assume its equitable share of the costs of the cooperative bidding, and

BE IT FURTHER RESOLVED, that the West Babylon Union Free School DISTRICT'S Board of Education agrees (1) to abide by majority decisions of the participating districts on quality standards; (2) that unless all bids are rejected, it will award contracts according to the recommendations of the committee; (3) that after award of contract(s), it will conduct all negotiations directly with the successful bidder(s).

DATE: \_\_\_\_\_

AUTHORIZED  
SIGNATURE: \_\_\_\_\_

TITLE: President of the Board of Education

SCHOOL DISTRICT: West Babylon Schools



**CERTIFICATION OF ACCEPTANCE FOR DISTRICTS AND NONPUBLIC SCHOOLS**

Please complete the following information and retain on file for examination by members of this Department or USDA during a review of your Child Nutrition Program. Do not send the Certificate of Acceptance to your regional office.

**SCHOOL FOOD AUTHORITY NAME: WEST BABYLON UNION FREE SCHOOL DISTRICT**

**12-Digit LEA Code: 580102030000**

The governing body of this School Food Authority accepts this Free and Reduced Price Meal or Special Milk Program Policy Statement, including the Family Income Eligibility Criteria and all required attachments and as indicated below:

**Titles of Designated Officials**

- A. REVIEWING OFFICIAL      Jeannette Frabizio, School Lunch Manager  
200 Old Farmingdale Rd  
West Babylon, NY 11704  
631-376-7750
- B. HEARING OFFICIAL      Michele Psarakis, Executive Director for Finance and Operations  
200 Old Farmingdale Rd  
West Babylon, NY 11704  
631-376-7700
- C. VERIFICATION OFFICIAL      Jeannette Frabizio, School Lunch Manager  
200 Old Farmingdale Rd  
West Babylon, NY 11704  
631-376-7750

An officer of the Board of Education or chairman of the community school board, pastor or executive director of the corporation operating a private or parochial school, or the headmaster or principal of a nonpublic school must sign this form.

\_\_\_\_\_  
**ORIGINAL SIGNATURE OF SCHOOL OFFICIAL**

President, West Babylon UFSD Board of Education  
**TITLE**

\_\_\_\_\_  
**DATE**

2015-2016

- The Reviewing and Verification Official may be the same person. The hearing official cannot be the Reviewing or Verification Official.

**West Babylon Schools**  
*Office of Business Administration*



MEMORANDUM

TO: Dr. Yiendhy Farrelly, Superintendent  
FROM: Michele Psarakis, Executive Director for Finance  
DATE: July 10, 2015  
RE: Board of Education Agenda Item

*mp*

I recommend that the following item be placed on the July 28, 2015 agenda:

**RESOLVED:** that the Board of Education accepts the following recommendations for awarding bids listed from the Long Island School Food Service Directors Coop Bid Association for the 2015/2016 school year:

**Bagels**

Modern Italian Bakery

**Bread**

Modern Italian Bakery

**Dairy**

H. Schrier & Co.  
Mivila Foods  
T.A. Morris

**Dishwashing Supplies**

Diamond Chemical Company

**Drinks**

Big Geyser  
Coca Cola  
Snapple Distributors, Inc.  
Colonial Coffee Co.  
H. Schrier & Co.  
Cookies & More  
Mivila Foods  
T.A. Morris  
Jay Bee Distributors

**Frozen**

H. Schrier & Co.  
Mivila Foods  
Nardone Bros.  
T.A. Morris

**Grocery**

H. Schrier & Co.  
Jay Bee Distributors  
Mivila Foods  
T.A. Morris

**Ice Cream**

American Classic Ice Cream

**Meat**

Flynn's Provisions  
H. Schrier & Co.  
Island Wholesale Foods  
Mivila Foods  
T.A. Morris

**Paper & Disposables**

APPCO Paper & Plastic Corp.  
H. Schrier & Co.  
J & F Supplies  
Mivila Foods

**Snacks**

Cookies & More  
H. Schrier & Co.  
Jay Bee Distributors  
Mivila Foods  
New York Pretzel  
T.A. Morris

**Small Equipment**

Bar Boy Products  
Calico Industries  
J & F Supplies  
Mivila Foods  
Premium Supply Co  
Pueblo Hotel Supply  
Sam Tell Co.

**Large Equipment**

Bar Boy Products  
Calico Industries  
Nassau Foodservice  
Premium Supply Co  
Sam Tell Co.

**Gov't. Processed**

AdvancePierre Foods  
Cargill Kitchen Solutions  
Jennie O Turkey Store  
Mivila Foods  
Nardone Bros Baking Co  
Rich Products Corp.  
T.A. Morris

\*Please note: The Coop Bid will continue to bid milk with the NY State Contract\*

**West Babylon Schools**  
*Office of Business Administration*

MEMORANDUM

TO: Yiendhy Farrelly, Superintendent  
FROM: Michele Psarakis, Executive Director for Finance  
DATE: July 15, 2015  
RE: Board of Education Agenda Item

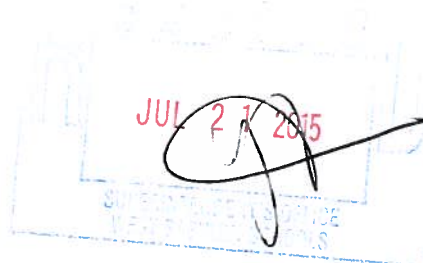


I recommend the following item be placed on the July 28, 2015 agenda:

**RESOLVED:** that the West Babylon Board of Education approves Universal Testing and Inspection as the lowest responsible bidder to provide Special Testing and Inspections for:

Two concrete and Two asphalt inspections at JFK Elementary

Turf/Field 10-15 days of concrete and compaction inspections



WEST BABYLON UNION FREE SCHOOL DISTRICT

SPECIAL MEETING - BOARD OF EDUCATION - TUESDAY - JULY 28, 2015

---

**POLICY**

- A. Board Review-Evaluation of the Superintendent (First Time Reading) (File:0320)
- B. Board Review-Agenda Format (Second Time Discussion) (File:2350)

## Evaluation of the Superintendent

An effective working relationship between the Board and the Superintendent is essential to the successful operation of the school district. The development and maintenance of such a relationship may be greatly assisted by a periodic review of the Superintendent's diverse responsibilities accompanied by an evaluation of the Superintendent's performance. Therefore, the Board shall conduct such evaluation each school year, as per the timeline below.

The purpose of the evaluation shall be to:

1. Establish and maintain good working relationships between the Board and the Superintendent.
2. Improve performance by suggesting areas of responsibility and operating techniques that may be strengthened.
3. Give encouragement and commendation for work well done.
4. Record some evidence of performance and improvement.
5. Offer a guide for the Superintendent's self-appraisal of characteristics and
6. Provide an opportunity for the Board and the Superintendent to confer formally at periodic intervals about the Superintendent's performance.
7. Offer a procedure for comprehensive and dispassionate appraisal in a setting other than during times of crisis.
8. Establish reasonable standards for continued employment.
9. Provide assistance in the development of the Superintendent's objectives for the coming year.
10. Assist the Board in arranging for the Superintendent's salary and contract.

### Timeline for Evaluation of the Superintendent

| Month                        | Activity   |
|------------------------------|--|
| July – August                | <p>[Superintendent and Board meet to discuss annual district goals, review performance standards, and finalize timelines for the evaluation process.]</p> <p><i>Board and superintendent review evaluation process, performance, and standards.<br/>Board and superintendent agree upon board, superintendent and district goals.</i></p>  |
| [Early] September - December | <p>[Superintendent and Board meet to finalize agreement on district goals for the school year.]</p> <p><i>Superintendent provides regular updates to the Board regarding superintendent goals, district goals and rubric rating categories.</i></p>  |
| January – February           | <p>[Superintendent and Board meet in order for the Superintendent to report on progress regarding goal attainment. Board has opportunity to share compliments, encouragements, or concerns regarding superintendent performance thus far. Meeting discussion is oral and not a formal evaluation. Board President distributes evaluation instruments to Board members and sets dates for return of completed forms to Board President.]</p> <p><i>Superintendent and Board shall hold a meeting to review goal progress.<br/>Superintendent will provide reflection related to the superintendent goals, district goals and rubric rating categories.</i></p> <p><i>As outlined in the superintendent's contract, no later than the last public meeting of the Board in February in each year of the Superintendent's contract or any extension hereof, the Board shall meet in executive session to consider extending the term of the Superintendent's employment for an additional one (1) year period as outlined by contract. At such time, a motion to extend the term of the superintendent's agreement for an additional one (1) year period will be moved, seconded and voted upon by the Board. When circumstances warrant said date may be extended; any extension requires mutual agreement between the Superintendent and the Board pursuant to contract language. Upon the Board's failure or refusal to so move, second, consider and vote, after such notification, upon such an extension within the time provided herein, the then unexpired term of this Agreement shall be automatically be extended by an additional one (1) year period.</i></p> |

|                           |  |
|---------------------------|--|
|                           | <i>Actions will be in accordance to the terms outlined in the superintendent's contract.</i>   |
| [Late] March - April      | [Completed evaluation instruments returned to Board President. Board President and Vice-president compile scores and create consensus comments from returned evaluations. Board meets without Superintendent to discuss and finalize the consensus evaluation. Superintendent submits a self-evaluation using same instrument as Board.]<br><i>Superintendent will provide regular updates to the Board regarding superintendent's goals, district goals and rubric rating categories.</i> |
| [Late] May – [Early] June | Superintendent submits written report to Board delineating progress made toward completion of goals.<br><br><i>Superintendent provides the BOE a self – reflection document. BOE meet to review the document and complete the rubric.<br/>BOE president compiles the information provided by the trustees in the individual ratings sheets. Final evaluation is reviewed with the Superintendent and filed with the District Clerk.<br/>Set date for summer retreat or summer meeting</i>  |
| [Late June]               | [Board and Superintendent meet to discuss the consensus evaluation. Superintendent has opportunity to question Board comments. Board has opportunity to defend or modify comments. Final evaluation is signed by Superintendent and Board President. One copy to Superintendent and one copy to Superintendent personnel file.]  |

Adopted 12/08/2009

Reviewed 9/10/13

**DRAFT**

**Board Review 07/28/15  
0320 - E.1  
Exhibit**

# West Babylon's Superintendent Evaluation



## Introduction

The Council's Model Superintendent Evaluation helps boards and superintendents to develop thoughtful, constructive evaluations that advance district goals and keep the leadership team healthy.

The board's evaluation of the superintendent is one of its most important functions. It's also mandated by law (8 NYCRR 100.2(o)(2) requires an evaluation on an annual basis). The evaluation is the instrument through which the board provides feedback to the superintendent, how (s)he is performing, whether its goals for the district are being achieved and what needs to be done if they are not. Past evaluations are something the superintendent may rely on both internally and externally as evidence of excellent performance should board goals or compositions change dramatically.

The levels are scored on a two level scale of **Meets Expectations and Does Not Meet Expectations**.

A strong evaluation process will:

- Enhance the performance of the superintendent
- Focus the district on goals and priorities
- Lead to transparent measures of performance and reasonable targets to meet
- Clarify areas where the board-superintendent relationship can be improved

## Implementation

The Council's Model Superintendent Evaluation aims to serve as a basis to focus conversations with boards of education to perform their evaluation role effectively and in a way that can be directly linked to district goals and student performance.

The Model was built on a common set of leadership expectations that typically appear in superintendent evaluations and ties them to the professional standards and indicators. The evaluation is also a tool for the superintendent to create and maintain a solid leadership team with the board members. A well designed evaluation process is an important factor in building and sustaining a board-superintendent relationship. The evaluation process gives the board governance team and the superintendent an opportunity to reach detailed agreement on the leadership targets for the upcoming year.

The superintendent's goals should always be - as they are here - a major focus of the annual performance evaluation. The goals should be mutually agreed upon by the superintendent and the board of education and should be realistic for the superintendent and the staff to achieve. The Council suggests three to a maximum of five goals.



## Evaluation Process

### Important Considerations:

- Year long process
- Process is defined in contract and policy
- Self-reflection is critical
- Power is in the conversation
- Must be evidence based

## Process Models

### Board Member Commitments

- Participate in the agreed upon process with honesty and integrity.
- Each board member should rate all performance indicators and goals based on evidence.
- Evidence should be aligned to the performance standards, the individual indicators, and the goals.
- Identify the Superintendent's strengths and areas for improvement and make recommendation for improving performance.
- Participate in the evaluation discussion, agree to goals for next year.

### Superintendent Commitments

- Understand, agree to and participate in the articulated process.
- Gather data, documents and evidence to support performance in relation to the standards and progress toward achieving goals.
- Finalize goals and end-of-year evaluation with the Board.

**“FOIL” ability**

There are three basic parts to a superintendent’s evaluation:

1. A description of the job duties, or goals to be achieved by the superintendent,
2. A subjective analysis, or opinion as to how well the superintendent met the standards and goals, and
3. A final rating of **Meets Expectations or Does Not Meet Expectations**

Each section of the evaluation is subject to different levels of disclosure under the Freedom of Information Law (FOIL).

| Section  | FOIL-able? | Rationale   |
|--|------------|---|
| 1. A description of the job duties, or goals to be achieved by the superintendent                      | YES        | Disclosure of goals has been deemed to be a permissible rather than an unwarranted invasion of a superintendent’s personal privacy, because goals are relevant to the performance of the official duties which relate to the position of the superintendent, and not to the individual.                                 |
| 2. A subjective analysis, or opinion as to how well the superintendent has met the standards and goals | NO         | The second component, which involves a reviewer’s subjective opinion can be withheld, as an unwarranted invasion of personal privacy, and on the grounds that a subjective comment constitutes an opinion concerning performance.   |
| 3. A final rating of <b>Meets Expectations or Does Not Meet Expectations</b>                           | YES        | The final summative rating of the superintendent can also be disclosed because it constitutes a final agency determination which makes the final rating available pursuant to a FOIL request. Remember, if a superintendent’s salary increase, or merit pay is based on performance, the evaluation is subject to FOIL. |

Therefore, individual scores from individual board members are not “final agency determinations” and are therefore not subject to FOIL. By contrast, any summative number or summative comments approved by the entire board would constitute a final agency determination, they are subject to FOIL.

**A. Relationship with the Board**

|                             | Does Not Meet Expectations   | Meets Expectations   | Rating<br>(Does Not Meet Expectations<br>or Meets Expectations) |
|-----------------------------|--|--|---|
| Information                 | Does not provide the information the board needs to perform its responsibilities.                              | Keeps all board members informed with appropriate, regular communication so it may perform its responsibilities. |   |
| Materials and background    | Meeting materials aren't available. Members arrive at meetings without any prior information regarding agenda. | Meeting materials are provided with supporting information in order to make informed decisions.                  |   |
| Board questions             | Board questions are rarely answered.   | Board questions are answered thoroughly with communication to all members to ensure understanding.               |   |
| Policy involvement          | Makes decisions without regard to adopted policy.  | Is proactive in the determination of district needs and policy priorities.                                       |   |
| Board development           | Doesn't promote board development.   | Actively and continuously encourages board development by seeking and communicating opportunities.               |   |
| Category Rating & Comments: |  |  |   |

**B. Community Relations**

|                              | Does Not Meet Expectations                                       | Meets Expectations  | Rating<br>(Does Not Meet Expectations<br>or Meets Expectations) |
|------------------------------|--|---|---|
| District image               | Is negative about the district.                                  | Projects and promotes a positive image of the district.   |   |
| Communication with community | Isn't readily available.   | Actively seeks communication, as appropriate, and works to provide alternative means of contact with the community. |   |
| Media relations              | Communicates with the media only when requested.                 | Initiates and actively engages the media.   |   |
| Approachability              | Is neither visible nor approachable by members of the community. | Is visible and approachable by members of the community. Attends a variety of events.                               |   |
| Category Rating & Comments:  |  |   |   |

**C. Staff Relationships**

|  | Does not Meet Expectations   | Meets Expectations   | Rating<br>(Does Not Meet Expectations<br>or Meets Expectations) |
|--|--|--|---|
| Internal communications                | Doesn't have a specific system to inform staff of important matters.   | Establishes a system of keeping staff continually informed of important matters.   |   |
| Personnel matters                      | There is no system to handle personnel matters in a consistent manner. Some situations may be handled with bias. | Establishes a system that is proactive with personnel matters. Personnel policies are routinely discussed and promoted.  |   |
| Delegation of duties                   | Doesn't delegate duties. Maintains personal control over all district operations.                                | Delegates responsibility to staff that will foster professional growth, leadership and decision-making skills.   |   |
| Recruitment                            | There is no formal recruitment process and/or hires are considered in an arbitrary manner.                       | Follows a formal recruitment process for each hiring opportunity. Actively recruits the best staff available and encourages their application to the district. |   |
| Visibility                             | Seldom visits buildings.   | Regular visits to buildings and classrooms are a priority item.  |   |
| <b>Category Rating &amp; Comments:</b> |  |  |   |

**D. Business and Finance**

|  | Does Not Meet Expectations   | Meets Expectations   | Rating<br>(Does Not Meet Expectations<br>or Meets Expectations) |
|--|--|--|---|
| Budget development and maintenance     | Superintendent's budget knowledge is limited. The budget is developed and managed without taking into consideration current needs of the district. | Budget actions are proactive and consider both current and long-range information and data. A balance is sought to meet the current and future needs of students and remain fiscally responsible to the community. |   |
| Budget reports                         | Doesn't report financial information to the board except with the annual audit.  | Constant flow of budgetary/ financial information provided with discussion of the ramifications of any changes.  |   |
| Facility management                    | A facilities management plan is not created. Maintenance is only performed when absolutely needed.   | Facilities management plan in place, includes current status of buildings and the need to improve facilities in the future, with a projected plan to secure funding.   |   |
| Resource allocation                    | Resources are allocated without consideration of district needs.   | Resources are distributed based upon district goals and seek to meet immediate and long-range objectives.  |   |
| <b>Category Rating &amp; Comments:</b> |  |  |   |

**E. Instructional Leadership**

|                        | Does Not Meet Expectations  | Meets Expectations   | Rating<br>(Does Not Meet Expectations<br>or Meets Expectations) |
|------------------------|---|--|---|
| Professional knowledge | Is unaware of current instructional programs.   | Demonstrates knowledge and comfort with current instructional programs. Seeks to communicate with others how the district is implementing best practices.  |   |
| Self-improvement       | Does not participate in professional development opportunities.   | Eagerly seeks to learn and improve upon personal and professional abilities. Is able to apply this new learning for the benefit of the district. Participates actively in professional groups and organizations. |   |
| Focus on students      | Focus is on the management of the district and maintaining day-to-day operations. Student achievement isn't the priority. | Places student achievement as the top priority and consistently communicates this to others. Bases decisions on improving student achievement. This priority is reflected in the budget.                         |   |
| Goal development       | Goals are not developed.  | Believes in and facilitates the development of short/long term goals for the district. Aligns the available resources within the budget to accomplish these goals.   |   |
| Staff development      | Staff development isn't provided. Staff members are responsible for their own improvement.                                | Staff development programs are targeted toward district-specific goals and are sustained to increase student achievement.  |   |
| Curriculum             | Curriculum isn't a priority in the district.  | There is an on-going review process to be sure the curriculum is aligned to the state standards and meets the needs of our students.   |   |

Category Rating & Comments:

**F. District Results (Student Performance)**

The superintendent's work is grounded in the work of teachers, principals, and other staff and administrators, and is directly linked to student performance data used in the evaluation of teachers and principals. The idea is to build a parallel and aligned system that links student performance targets, teacher performance targets, administrator performance targets, and, ultimately, district performance targets.

The superintendent and Board of Education will ensure the Board, superintendent and district goals are aligned and remain focused on the district's priorities.



The following goals have been developed and agreed upon during the ----- BOE meeting.

|          |   |   |  |
|----------|---|---|--|
| Goal 1 - |   |   |  |
|          | Does Not Meet Expectations                | Meets Expectations                      | Rating<br>(Does Not Meet Expectations or Meets Expectations) |
|          | Shows no progress toward meeting the goal | Shows progress towards meeting the goal |  |

|          |   |   |  |
|----------|---|---|--|
| Goal 2 - |   |   |  |
|          | Does Not Meet Expectations                | Meets Expectations                      | Rating<br>(Does Not Meet Expectations or Meets Expectations) |
|          | Shows no progress toward meeting the goal | Shows progress towards meeting the goal |  |

|          |   |   |  |
|----------|---|---|--|
| Goal 3 - |   |   |  |
|          | Does Not Meet Expectations                | Meets Expectations                      | Rating<br>(Does Not Meet Expectations or Meets Expectations) |
|          | Shows no progress toward meeting the goal | Shows progress towards meeting the goal |  |

**Determining the Overall Evaluation Rating**

|                        |                      |              |
|------------------------|----------------------|--------------|
| Superintendent's name: | Dr. Yiendhy Farrelly | School year: |
|------------------------|----------------------|--------------|

**RATINGS ON INDIVIDUAL DOMAINS:**

|                             |                            |                    |
|-----------------------------|----------------------------|--------------------|
| A. Relationship with Board  | Does Not Meet Expectations | Meets Expectations |
| B. Community Relations      | Does Not Meet Expectations | Meets Expectations |
| C. Staff Relationships      | Does Not Meet Expectations | Meets Expectations |
| D. Business & Finance       | Does Not Meet Expectations | Meets Expectations |
| E. Instructional Leadership | Does Not Meet Expectations | Meets Expectations |
| F. District Results         | Does Not Meet Expectations | Meets Expectations |

|                        |                            |                    |
|------------------------|----------------------------|--------------------|
| <b>OVERALL RATING:</b> | Does Not Meet Expectations | Meets Expectations |
|------------------------|----------------------------|--------------------|

Comments by Board of Education:

Comments by the Superintendent:

Superintendent's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Board President's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

(The administrator's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.)

**Superintendent Evaluation Process**

**July/August**

Board and superintendent review evaluation process, performance, and standards.

Board and superintendent agree upon board, superintendent and district goals.

**September-December**

Superintendent provides regular updates to the Board regarding superintendent goals, district goals and rubric rating categories.

**January/ February**

Superintendent and Board shall hold a meeting to review goal progress.

Superintendent will provide reflection related to the superintendent goals, district goals and rubric rating categories.

As outlined in the superintendent's contract, no later than the last public meeting of the Board in February in each year of the Superintendent's contract or any extension hereof, the Board shall meet in executive session to consider extending the term of the Superintendent's employment for an additional one (1) year period as outlined by contract. At such time, a motion to extend the term of the superintendent's agreement for an additional one (1) year period will be moved, seconded and voted upon by the Board. When circumstances warrant said date may be extended; any extension requires mutual agreement between the Superintendent and the Board pursuant to contract language. Upon the Board's failure or refusal to so move, second, consider and vote, after such notification, upon such an extension within the time provided herein, the then unexpired term of this Agreement shall be automatically be extended by an additional one (1) year period. Actions will be in accordance to the terms outlined in the superintendent's contract.

**March/ April**

Superintendent will provide regular updates to the Board regarding superintendent's goals, district goals and rubric rating categories.

**May/June**

Superintendent provides the BOE a self - reflection document. BOE meet to review the document and complete the rubric.

BOE president compiles the information provided by the trustees in the individual ratings sheets.

Final evaluation is reviewed with the Superintendent and filed with the District Clerk.

Set date for summer retreat or summer meeting

**Agenda Format**

**2350**

The order of business at all regular meetings shall be as follows:

- 1] Call to order by presiding officer
- 2] Pledge of Allegiance to the flag
  - 6[7]:00 P.M. - Meeting Convenes Followed by Student Presentation(s) and/or Executive Session
  - 7[8]:00 P.M. - Public Session Resumes Beginning with Item #3
- 3] Approval of the minutes of previous meeting(s)
- 4] Statement of the Board and/or Superintendent
- 5] Statement of West Babylon Teachers' Association Representative
- 6] Statement of School Administrators' Association Representative
- 7] Statement of C.S.E.A. Representatives
- 8] Statement of Student Association Representative
- 9] Statement of PTA Council Representative
- 10] Statement of Residents re: agenda items (15 minutes - limited to 3 minutes per speaker)
- 11] Report of Superintendent and/or educational presentation
- 12] Business Agenda items.
- 13] Review of policies.
- 14] Board of Education Reports
- 15]. Strategic Plan Update
- 16] Old Business
- 17] New Business
- 18] Statements of Residents re: other district items (15 minutes - limited to 3 minutes per speaker)
- 19] Follow-Up to Residents' Statements

| Question | Follow-Up |
|----------|-----------|
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- 20] Adjournment (This should take place by 10 [1] PM)

The regular order of business may be changed at any meeting (and for that meeting only) by an affirmative vote of a majority voting for the proposed change in the regular order of business.

Except in emergencies, the Board shall not attempt to decide upon any question under consideration before examining and evaluating relevant information. The Superintendent shall be given an opportunity to examine and to evaluate all such information, and to recommend action before the Board attempts to make a decision.

The Board may adjourn a regular or special meeting at any place in the agenda providing that arrangements are made to complete the items of business on the agenda at a future meeting. The minutes shall make notice of the adjournment, and the reconvened sessions shall be considered an addition to these minutes.