WEST GENESEE CENTRAL SCHOOL DISTRICT
REGULAR MEETING OF THE BOARD OF EDUCATION
WEDNESDAY, DECEMBER 6, 2017

WEST GENESEE HIGH SCHOOL LIBRARY 7:00 P.M

I. MEETING CALLED TO ORDER

II. ROLL CALL OF THE MEMBERS OF THE BOARD OF EDUCATION

III. PLEDGE OF ALLEGIANCE

IV. ADDITIONS AND DELETIONS TO THE AGENDA

V. SUPERINTENDENT’S REPORT

VI. OPEN FORUM

   Varsity Cheerleaders Recognition

VII. APPROVAL OF MINUTES

   Regular Meeting of November 15, 2017

VIII. STUDY SESSION TOPIC

   Grade 6 Transformation Update

IX. BUSINESS – ACTION AND INFORMATION ITEMS

FINANCIAL ACTION ITEMS

A. It is recommended that the stipulated equipment and materials be declared surplus and disposed of in accordance with New York State law.

B. It is recommended that the Board of Education accept a donation of $497.46 from the Stonehedge Elementary PTA, and it is further recommended that the 2017-18 general fund budget be amended as follows to reflect said donation:

   A510 - Estimated Revenues
   A2705 – Gifts and Donations $497.46

   A960 - Appropriations
   A2110-501-09-0000 – General Supplies – ST $497.46
FINANCIAL ITEM FOR INFORMATION

Cooperative Health Insurance Fund of Central New York
- 3rd Amended and Restated Cooperative Health Agreement - Update

PERSONNEL/OPERATIONAL ACTION ITEMS

A. It is recommended that the following resignations be approved:

John Holland, Information Systems Coordinator, West Genesee High School –
Effective 12/6/17 – To take a new position within the district

Joseph Nadelen, School Bus Driver, Transportation –
Effective 1/6/18 – Personal Reason

Jennifer Wademan, Teacher Aide, East Hill Elementary School –
Effective 12/20/17 – Personal Reason

B. It is recommended that the following unpaid leave of absence be rescinded:

Mary Jean Mavente, Teaching Assistant/Special Education, Split Rock
Elementary School – Effective on or about 11/27/17 through on or about 3/8/18 –
Professional Improvement

C. It is recommended that the following unpaid leaves of absence be approved:

Kara Creighton, Teaching Assistant/Special Education, East Hill Elementary
School – Effective 1/9/18 – Personal Reason

Patricia Flynn, Teaching Assistant/Early Literacy, Stonehedge Elementary
School/Blue – Effective 1/16/18 – Personal Reason

Karen Fredericks, Typist II, District Office –
Effective 12/7/17 through 6/30/18 – Professional Improvement

Joseph Mannara, Science Teacher, West Genesee High School –
Up to six days between 12/12/17 and 12/19/17 – Personal Reason

Mary Jean Mavente, Teaching Assistant/Special Education, Split Rock
Elementary School – Effective 11/27/17 through 1/12/18 – Professional
Improvement

D. It is recommended that the following unpaid FMLA leave of absence be rescinded:

Jamie Welch, Special Education Teacher, Onondaga Road Elementary School –
Effective on or about 1/19/18 through on or about 3/8/18 – Birth of child
PERSONNEL/OPERATIONAL ACTION ITEMS

E. It is recommended that the following intermittent FMLA leave of absence be approved:

Claudia Miceli, Teaching Assistant/Learning Center, West Genesee Middle School – Various Dates, Effective 12/8/17 up to 6/30/18 – Parent Medical

F. It is recommended that the following non-instructional positions be created effective 12/7/17:

<table>
<thead>
<tr>
<th>Position</th>
<th>Full-time</th>
<th>Doe</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel Specialist DO</td>
<td>1.0</td>
<td></td>
</tr>
<tr>
<td>Typist II DO</td>
<td>1.0</td>
<td></td>
</tr>
</tbody>
</table>

G. It is recommended that the following appointment be rescinded:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>School</th>
<th>Appointment Type</th>
<th>Certification</th>
<th>Tenure Area</th>
<th>Step</th>
<th>Effective Dates</th>
<th>Salary</th>
<th>Replaces</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mary Jean Mavente</td>
<td>Special Education Teacher</td>
<td>Onondaga Road Elementary School</td>
<td>Regular Substitute Appointment</td>
<td>Permanent, Special Education, Effective 2/1/01</td>
<td>Special Education</td>
<td>Step 1 M</td>
<td>Effective on or about 11/27/17 through on or about 3/8/18</td>
<td>$52,363 prorated</td>
<td>Jamie Welch, FMLA Leave approved 11/15/17</td>
</tr>
</tbody>
</table>

H. It is recommended that the following appointments be approved:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>School</th>
<th>Appointment Type</th>
<th>Certification</th>
<th>Tenure Area</th>
<th>Step</th>
<th>Effective Dates</th>
<th>Salary</th>
<th>Replaces</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mary Jean Mavente</td>
<td>Special Education Teacher</td>
<td>Onondaga Road Elementary School</td>
<td>Regular Substitute Appointment</td>
<td>Permanent, Special Education, Effective 2/1/01</td>
<td>Special Education</td>
<td>Step 1 M</td>
<td>Effective 11/27/17 through 1/12/18</td>
<td>$52,363 prorated</td>
<td>Jamie Welch, FMLA Leave approved 11/15/17</td>
</tr>
<tr>
<td>Susan Huppmann</td>
<td>Teaching Assistant/Special Education</td>
<td>Split Rock Elementary School</td>
<td>Part-time (.90) Appointment</td>
<td>Effective 11/15/17 through 6/30/18</td>
<td>Special Education</td>
<td>Step 1 M</td>
<td>Effective 11/15/17 through 6/30/18</td>
<td>$21,200 x .90 prorated</td>
<td>New position approved 11/1/17</td>
</tr>
</tbody>
</table>
PERSONNEL/OPERATIONAL ACTION ITEMS

H. Appointments continued:

Cynthia Kissane
AIS Teacher
Camillus Middle School
Regular Substitute Appointment
Certification: Permanent, Nursery, K-6, Reading, Effective 2/1/95
Tenure Area: Elementary
Step 9 M
Effective 11/27/17 through 1/19/18
Salary: $62,139 prorated
Replaces Courtney Updegraff – Pregnancy/Maternity Leave

Colleen Hinrichs
Speech Pathologist
Camillus Middle School, West Genesee Middle School
Regular Substitute Appointment
Certification: Initial, Speech and Language Disabilities, Effective 2/11/16
Tenure Area: Speech
Step 1 M + 18
Effective on or about 12/18/17 through on or about 2/9/18
Salary: $54,672 + $1,500 (CCC’s) prorated
Replaces Jaclyn McGee, Maternity Leave

Eden Rotella
School Nurse
Stonehedge Elementary School/Gold
Full-time Appointment – Subject to a 52-week probationary period
Effective 1/16/18
Salary: $35,000 + $500 (BA stipend) prorated
Replaces Laura Richards, Retirement approved 11/1/17

John Holland
Systems Consultant (Student Services)
West Genesee High School
Full-time Appointment – Subject to a 52-week probationary period
Effective 12/7/17
Salary: $49,160 prorated
New position approved 11/1/17

Karen Fredericks
Personnel Specialist
District Office
Full-time (12-month) Provisional Appointment
Effective 12/7/17
Salary: $57,575 prorated
New position approved 12/6/17
PERSONNEL/OPERATIONAL ACTION ITEMS

H. Appointments continued:

Kelly McCallops
Food Service Worker I
West Genesee Middle School
Part-time Appointment – Subject to a 52-week probationary period
3.5 hours per day
**Effective 12/7/17**
Salary: $6,816 prorated
Replaces Celena-Marie Prevost, Reassignment approved 11/1/17

I. It is recommended that the following individual be approved to provide Special Education psychological evaluation services for the 2017-18 school year, effective 12/7/17:

Christopher Menges $43.00 per hour

J. It is recommended that the following Winter 2017 Coaching appointments for the 2017-18 school year be approved (S/Staff; NS/Non-Staff; RS Retired Staff):

<table>
<thead>
<tr>
<th>Carolyn Corley (S)</th>
<th>Bailey Gauthier (S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boys 7/8 Swim (Modified)</td>
<td>Boys Basketball (Varsity)</td>
</tr>
<tr>
<td>CMS/WGMS</td>
<td>West Genesee High School</td>
</tr>
<tr>
<td>Step 8 + 30 x 8.0%</td>
<td>Volunteer</td>
</tr>
<tr>
<td>Salary $4,865</td>
<td>No Cost to District</td>
</tr>
</tbody>
</table>

K. It is recommended that the following West Genesee High School Advisor position for the 2017-18 school year be approved:

<table>
<thead>
<tr>
<th>Craig Dowler (S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ski Club Advisor</td>
</tr>
<tr>
<td>Step 1 x 2%</td>
</tr>
<tr>
<td>Salary $958</td>
</tr>
</tbody>
</table>

L. **It is recommended** that the substitute lists for the 2017-18 school year be approved as stipulated.

M. **It is recommended** that the West Genesee Teachers Association’s Memorandum of Agreement regarding Child Rearing Leave Arbitration dated 11/28/17 be approved as stipulated.

N. **It is recommended** that the West Genesee Teachers Association’s Addendum to the Memorandum of Agreement regarding Child Rearing Leave Arbitration dated 11/28/17 be approved as stipulated.
PERSONNEL/OPERATIONAL ACTION ITEMS

O. It is recommended that the following permit for Use of School Facilities be approved:

Central Winds
Adult and student band rehearsal
Sunday, March 4, 2018, 4:00 p.m. - 7:00 p.m.
Sunday, March 11, 2018, 4:00 p.m. - 7:00 p.m.
West Genesee High School Auditorium and Room B119
Fee Waived

P. It is recommended that the following volunteers be approved:

<table>
<thead>
<tr>
<th>Name</th>
<th>School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trista Channels</td>
<td>Stonehedge Elementary School</td>
</tr>
<tr>
<td>Rebecca Cousineau</td>
<td>Stonehedge Elementary School</td>
</tr>
<tr>
<td>Michael Davis</td>
<td>Stonehedge Elementary School</td>
</tr>
<tr>
<td>Dawn Frontuto</td>
<td>Stonehedge Elementary School</td>
</tr>
<tr>
<td>Heather Froio</td>
<td>Stonehedge Elementary School</td>
</tr>
<tr>
<td>Peggy Patch</td>
<td>Stonehedge Elementary School</td>
</tr>
<tr>
<td>Noelle Pudney</td>
<td>Stonehedge Elementary School</td>
</tr>
<tr>
<td>Sarah Snell</td>
<td>Stonehedge Elementary School</td>
</tr>
<tr>
<td>Beth Younis</td>
<td>Stonehedge Elementary School</td>
</tr>
</tbody>
</table>

CURRICULUM ACTION ITEMS

A. It is recommended that the Board of Education of the West Genesee Central School District accept the recommendations of the CPSE Review Meeting Dates of October 5, 25, 30, November 8, and 15, 2017; CSE Review Meeting dates of November 6, 7, 9, 13, 14, 16, 17, 20, and 21, 2017; and Building Level Review meeting dates of October 20, November 2, 6, 8, 13, 14, 15, 17, and 21, 2017; thereby agreeing to make necessary arrangements for program implementation.

X. OPEN FORUM

XI. ADJOURNMENT
I. PERSONNEL

II. LEGAL ISSUES

III. NEGOTIATIONS

IV. STUDENTS

V. OTHER
WEST GENESEE CENTRAL SCHOOL DISTRICT
REGULAR MEETING OF THE BOARD OF EDUCATION
WEDNESDAY, NOVEMBER 15, 2017

MINUTES of the REGULAR MEETING of the BOARD OF EDUCATION held NOVEMBER 15, 2017 at the West Genesee High School Library.

Members present: Eric Bacon
Karen Fruscello
Vladimiro Hart-Zavoli
Roberta Herron
Shawn Mitchell
Joseph Simon
Neil Widrick

Members Arriving Late: Kimberly Coyne – Oath of Office administered at 7:03 p.m.
Kimberly Sacco – 7:12 p.m.

Others present: Christopher Brown
Paul Pelton
Brian Kesel
Dave Cirillo
Todd Freeman
Gene Bobey Jr.
Jack McMahon
Sean Fahey
Shannon Coholan
Jeannette Clark
Lori Keevil
Lisa Craig
Darlene Chapin
Tracy Klefbeck
Brent Klefbeck
Alivia Salvagni
Phoebe Guadagnolo
Aleah Yaizzo
Maya Martineau
Mike Burns
Ken Coon
Michael McGrath
Steve Dunham
Sharon Bush
John Mannion
Beth Lozier
James Dussing
Austin Delany
Griffin Corcoran
Beth Stewart
Approximately 3 other staff and/or residents
MEETING CALLED TO ORDER

The meeting was called to order by President Roberta Herron at 7:00 p.m.

PLEDGE OF ALLEGIANCE

President Herron led the Board in the Pledge of Allegiance.

ADDITIONS AND DELETIONS TO THE AGENDA

Move Personnel Action Item A to Superintendent’s Report Item A

SUPERINTENDENT’S REPORT

A. Motion: Neil Widrick

It is recommended that the following resolution be approved:

WHEREAS, a vacancy arose on the Board of Education of the West Genesee Central School District, and the Board of Education, pursuant to the provisions of West Genesee Board Policy 2131 and the provisions of Section 1709 (17) of the New York State Education Law, exercised its discretion to fill the vacant seat by appointment, to be effective through the next regular school election; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education, by a majority vote of the full Board, hereby appoints Kimberly Coyne to fill the current vacancy on the Board of Education, subject to the candidate taking the oath of office required by law; and

IT IS FURTHER RESOLVED, that such appointment be effective immediately upon the filing of the official oath of office with the District Clerk, and shall end following the next annual election of the School District in May, 2018.

This resolution shall take effect immediately upon its adoption.

Second: Joseph Simon Approved 7 – 0

Kimberly Coyne was administered the Oath of Office by District Clerk, Paul Pelton, at 7:03 p.m. and took her seat on the Board.

The Superintendent opened his remarks by congratulating Joe Paoli, a 6th grader at West Genesee Middle School, for winning the West Genesee Spelling Bee. He then spoke about the National Letter of Intent Signing Day. The Superintendent ended his report with words about upcoming holiday concerts and winter sports within the District.
OPEN FORUM

Paul Pelton recognized Frank Testa’s retirement after nine years of service. It was noted that Frank has been a great asset working with our special needs children as a bus attendant. He is a team player who is always willing to step up and help. He is a kind and generous person who will be missed. While he would like to continue working, he felt the need to be home to care for his wife. With that said, Frank hopes to get a lot of skiing in this winter. We wish him all the best.

APPROVAL OF MINUTES

B. Motion: Neil Widrick
   It is recommended that the minutes of the Regular Meeting of November 1, 2017, be approved.
   Second: Joseph Simon  Approved 8 - 0

STUDY SESSION TOPIC

None

FINANCIAL ACTION ITEMS

C. Motion: Joseph Simon
   It is recommended that the 2018-19 Budget Calendar be approved, as stipulated.
   Second: Neil Widrick  Approved 8 - 0

D. Motion: Shawn Mitchell
   It is recommended that the 2017-18 tax adjustment for the Town of Onondaga be approved, as stipulated; and it is further recommended that the 2017-18 tax warrant for said Town be amended as follows:

   Adjustment #2
   Town of Onondaga  From - $6,198,442.48  To - $6,198,276.85

   Second: Neil Widrick  Approved 8 - 0

E. Motion: Joseph Simon
   It is recommended that the 2017-18 return of unpaid taxes to the County be approved for the Towns of Camillus, Elbridge, Geddes, Onondaga, and Van Buren, as stipulated.

   Second: Kimberly Coyne  Approved 8 - 0
FINANCIAL ACTION ITEMS

F. Motion: Karen Fruscello

It is recommended that the Board of Education accept a donation of $1,191.00 from West Genesee High School Music Activity Account, and it is further recommended that the 2017-18 general fund budget be amended as follows to reflect said donation:

A510 - Estimated Revenues
A2705 – Gifts and Donations $1,191.00

A960 - Appropriations
A2110-501-00-0038 – General Supplies – DW – Music $1,191.00

Second: Neil Widrick Approved 8 - 0

G. Motion: Joseph Simon

It is recommended that the Board of Education accept a donation of $57.75 from the Travelers Employee Giving Campaign, and it is further recommended that the 2017-18 general fund budget be amended as follows to reflect said donation:

A510 - Estimated Revenues
A2705 – Gifts and Donations $57.75

A960 - Appropriations
A2110-501-05-0000 – General Supplies – EH $57.75

Second: Shawn Mitchell Approved 8 – 0

H. Motion: Neil Widrick

It is recommended that the stipulated Technology supplies/materials be declared surplus and disposed of in accordance with New York State Education law.

Second: Joseph Simon Approved 8 – 0

PERSONNEL/OPERATIONAL ACTION ITEMS

I. Motion: Vladimiro Hart-Zavoli

It is recommended that the following retirement be approved:

Frank Testa, School Bus Attendant, Transportation
Effective 12/9/17

Note: Frank Testa has been employed with the West Genesee Central School District for nine years.

Second: Joseph Simon Approved 8 – 0
PERSONNEL/OPERATIONAL ACTION ITEMS

J. Motion: Neil Widrick

It is recommended that the following resignations be approved:

Jaclyn McGee, .80 Speech Teacher, West Genesee Middle School/Stonehedge Elementary School – Effective 11/1/17 – To accept another position within the district

Theresa Deane, Teaching Assistant/Special Education, West Genesee High School – Effective 11/30/17 – Personal Reason

Cathy Jo O'Neil, Teaching Assistant/Early Literacy, Stonehedge Elementary School/Blue – Effective 1/1/18 – Personal Reason

Kimberly Prince, .28 Teaching Assistant/Early Literacy, Onondaga Road Elementary School – Effective 11/15/17 – To accept another position within the district

Second: Vladimiro Hart-Zavoli Approved 8 – 0

K. Motion: Joseph Simon

It is recommended that the following unpaid leaves of absence be approved:

Brian Duerheimer, English Teacher, West Genesee High School – Effective 11/21/17 (half day in the afternoon) – Personal Reason

Mary Jean Mavente, Teaching Assistant/Special Education, Split Rock Elementary School – Effective on or about 11/27/17 through on or about 3/8/18 – Professional Improvement

Second: Kimberly Coyne Approved 8 – 0

L. Motion: Neil Widrick

It is recommended that the following unpaid FMLA leaves of absence be approved:

Kathleen Kolb, Kindergarten Teacher, Split Rock Elementary School – Effective 11/30/17 up to 1/9/18 – Birth of Child

Gretchen Rose, Guidance Counselor, East Hill Elementary School – Effective 11/20/17 through 1/7/18 – Birth of Child

Jamie Welch, Special Education Teacher, Onondaga Road Elementary School – Effective on or about 1/19/18 through on or about 3/8/18 – Birth of Child

Second: Joseph Simon Approved 8 – 0
PERSONNEL/OPERATIONAL ACTION ITEMS

M. Motion: Kimberly Coyne

It is recommended that the following unpaid intermittent FMLA leave of absence be approved:

Ann Marie Cantello, Teacher Aide-Health Office, West Genesee Middle School – Effective various dates from 11/16/17 up to 6/30/18 – Spouse Medical

Second: Shawn Mitchell Approvals 8 - 0

Kimberly Sacco arrived 7:12 p.m.

N. Motion: Eric Bacon

It is recommended that the following Child Rearing Leaves be approved:

Karen Trapasso, AIS Remedial Reading Teacher, West Genesee Middle School – Effective 1/28/18 through 6/30/18

Gretchen Rose, Guidance Counselor, East Hill Elementary School – Effective 1/8/18 through 1/28/18

Second: Neil Widrick Approvals 9 – 0

O. Motion: Joseph Simon

It is recommended that the following instructional positions be abolished effective 11/2/17:

One Part-time (.70) Speech Teacher SR
One Part-time (.30) Speech Teacher ST
One Part-time (.60) Speech Teacher CMS
One Part-time (.50) Speech Teacher WGM

Second: Shawn Mitchell Approvals 9 – 0

P. Motion: Kimberly Sacco

It is recommended that the following instructional position be abolished effective 11/16/17:

One Part-time (.80) School Psychologist CMS/HF/BL

Second: Neil Widrick Approvals 9 – 0
PERSONNEL/OPERATIONAL ACTION ITEMS

Q. Motion: Joseph Simon

It is recommended that the following instructional positions be created effective 11/2/17:

One Full-time (1.0) Speech Teacher SR/ST
One Full-time (1.0) Speech Teacher CMS/WGM

Second: Kimberly Sacco Approved 9 – 0

R. Motion: Kimberly Sacco

It is recommended that the following instructional position be created effective 11/16/17:

One Full-time (1.0) School Psychologist DW/HF/BL

Second: Vladimiro Hart-Zavoli Approved 9 – 0

S. Motion: Kimberly Sacco

It is recommended that the following appointment be rescinded:

Megan Dressel
Speech Pathologist
Split Rock Elementary School
Part-time (.70) Appointment
Certification: Initial, Speech and Language Disabilities, Effective 2/6/16
Tenure Area: Speech
Step 2 M + 30
Effective 11/20/17 through 6/30/18
Salary: $58,456 + $1,500 x .70 prorated

Second: Neil Widrick Approved 9 – 0

T. Motion: Joseph Simon

It is recommended that the following appointments be approved:

Mary Jean Mavente
Special Education Teacher
Onondaga Road Elementary School
Regular Substitute Appointment
Certification: Permanent, Special Education, Effective 2/1/01
Tenure Area: Special Education
Step 1 M
Effective on or about 11/27/17 through on or about 3/8/18
Salary: $52,363 prorated
Replaces Jamie Welch, FMLA Leave approved 11/15/17
PERSONNEL/OPERATIONAL ACTION ITEMS

T. Appointments continued:

Jaclyn McGee
Speech Pathologist
West Genesee Middle School/Camillus Middle School
Probationary Appointment
Certification: Professional, Speech & Language Disability, Effective 9/1/12
Tenure Area: Speech
Step 11 M + 36
Effective 11/2/17 through 11/1/21
Salary: $68,930 + $1,500 prorated
New position approved 11/15/17

Megan Dressel
Speech Pathologist
Split Rock Elementary School/Stonehedge Elementary School
Probationary Appointment
Certification: Initial, Speech and Language Disabilities, Effective 2/6/16
Tenure Area: Speech
Step 2 M + 30
Effective 11/20/17 through 11/19/21
Salary: $58,456 + $1,500 prorated
New position approved 11/15/17

Megan Pareja
English/AIS Teacher
West Genesee Middle School
Regular Substitute Appointment
Certification: Initial, English 7-12, Effective 4/12/17
Tenure Area: English
Step 5 M + 6
Effective 1/27/18 through 6/30/18
Salary: $59,574 prorated
Replaces Karen Trapasso, CRL extension approved 11/15/17

Victoria Daoust
Guidance Counselor
East Hill Elementary School
Regular Substitute Appointment
Certification: Provisional, School Counselor, Effective 9/20/17
Tenure Area: Guidance Counselor
Step 1 CAS
Effective 11/28/17 through 1/25/18
Salary: $56,862 prorated
Replaces Gretchen Rose, FMLA/Child Rearing Leave approved 11/15/17
PERSONNEL/OPERATIONAL ACTION ITEMS

T. Appointments continued:

Antoinette Piron
Teaching Assistant/Special Education
Stonehedge Elementary School/Gold
Part-time (.90) Appointment
Effective 11/16/17 through 6/30/18
Salary: $20,850 x .90 prorated
Replaces Dannielle Binns, Resignation approved 11/1/17

Kimberly Prince
Teaching Assistant
Onondaga Road Elementary School
Part-time (.90) Appointment
Effective 11/16/17 through 6/30/18
Salary: $20,850 x .90 prorated
New position approved 11/1/17

Diane Putnam
Teaching Assistant/Early Literacy
Stonehedge Elementary School/Blue
Part-time (.28) Appointment
Effective 11/16/17 through 6/30/18
Salary: $20,850 x .28 prorated
Replaces Lenore Vaccarello, Resignation approved 8/23/17

Cheryl Lemons
Bus Attendant
Transportation
Part-time Appointment – Subject to a 52-week probationary period
13.35 hours per week
Effective 11/16/17
Salary: $17.00 per hour
New route added

Second: Shawn Mitchell Approved 9 – 0

U. Motion: Eric Bacon
It is recommended that the following 2017-18 Winter Coach be approved
(S/staff; RS/retired staff; NS/non-staff):

Timothy Huppman (NS)
B/G Varsity Indoor Track
West Genesee High School
Volunteer
No Cost to the District

Second: Kimberly Sacco Approved 9 – 0
PERSONNEL/OPERATIONAL ACTION ITEMS

V. Motion: Joseph Simon

It is recommended that the following changes in hours be approved effective 11/16/17:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Hours before</th>
<th>Hours after</th>
</tr>
</thead>
<tbody>
<tr>
<td>James Costello</td>
<td>Teacher Aide</td>
<td>3.25</td>
<td>2.50</td>
</tr>
<tr>
<td>from ST-B</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>to ST-B</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kimberly Baca-Jones</td>
<td>Teacher Aide</td>
<td>2.00</td>
<td>3.00</td>
</tr>
<tr>
<td>from ST-G</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>to ST-G/ST-B</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Emily Carter</td>
<td>Teacher Aide</td>
<td>2.00</td>
<td>2.25</td>
</tr>
<tr>
<td>from ST-G</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>to ST-G</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loryn Petrik</td>
<td>Teacher Aide</td>
<td>2.00</td>
<td>2.25</td>
</tr>
<tr>
<td>from ST-G</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>to ST-G</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

Second: Neil Widrick

Approved 9 – 0

W. Motion: Kimberly Sacco

It is recommended that the following changes in hours for bus drivers be approved effective 11/16/17:

<table>
<thead>
<tr>
<th>Name</th>
<th>Hours before</th>
<th>Hours after</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patricia Bice</td>
<td>24.20 to 25.00</td>
<td></td>
</tr>
<tr>
<td>Linda Bryant</td>
<td>33.75 to 32.50</td>
<td></td>
</tr>
<tr>
<td>James Dunn</td>
<td>27.50 to 28.35</td>
<td></td>
</tr>
<tr>
<td>Stanton Gibbs</td>
<td>27.90 to 29.15</td>
<td></td>
</tr>
<tr>
<td>Scott Halstead</td>
<td>28.30 to 29.15</td>
<td></td>
</tr>
<tr>
<td>Thomas McCabe</td>
<td>28.75 to 29.60</td>
<td></td>
</tr>
<tr>
<td>Gary Rogers</td>
<td>23.35 to 23.75</td>
<td></td>
</tr>
<tr>
<td>Carolyn Sammon</td>
<td>25.00 to 37.50</td>
<td></td>
</tr>
<tr>
<td>Mike Tartaglia-Welch</td>
<td>28.35 to 27.50</td>
<td></td>
</tr>
<tr>
<td>David Trembley</td>
<td>28.75 to 29.55</td>
<td></td>
</tr>
</tbody>
</table>

Second: Neil Widrick

Approved 9 – 0
PERSONNEL/OPERATIONAL ACTION ITEMS

X. Motion: Joseph Simon

It is recommended that the following bus attendant changes in hours be approved effective 11/16/17:

- Jamie Liberty - from 23.35 to 23.75 hours per week
- Candelaria Martinez - from 27.95 to 28.75 hours per week
- Sara Rockwell - from 28.75 to 30.00 hours per week

Second: Kimberly Sacco

Approved 9 – 0

Y. Motion: Kimberly Sacco

It is recommended that the substitute lists for the 2017-18 school year be approved as stipulated.

Second: Neil Widrick

Approved 9 – 0

CURRICULUM ACTION ITEMS

Z. Motion: Joseph Simon

It is recommended that the Board of Education of the West Genesee Central School District accept the recommendations, CPSE Review Meeting dates of September 25, October 18, 19, 25, 27, November 1, and 2, 2017; CSE Review Meeting dates of October 18, 24, 30, November 1, and 2, 2017; and Building Level Review meeting dates of October 20, 24, 25, 26, 30, 31, November 1, and 3, 2017; thereby agreeing to make necessary arrangements for program implementation.

Second: Kimberly Sacco

Approved 9 – 0

A.1 Motion: Kimberly Sacco

It is recommended that the 2018-2019 West Genesee High School Course Catalog be approved, as stipulated.

Second: Neil Widrick

Approved 9 – 0
CURRICULUM ACTION ITEMS

B.1 Motion: Eric Bacon

It is recommended that the following trip be approved:

Boys Varsity Lacrosse
West Genesee High School
Chaperones: 6 (4 staff)
Approximately 37 students – Grades 9-12
Bridgewater, New Jersey
March 16-17, 2018
Cost to the District: 4 substitute days

Second: Joseph Simon Approved 9 – 0

C.1 Motion: Kimberly Sacco

It is recommended that the following textbook adoptions be approved:

Title: Understanding Business
Publisher: McGraw-Hill
Subject/Grade: Contemporary Business – Grade 11-12

Title: Management Fundamentals
Publisher: Sage
Subject/Grade: Business Management – Grade 11-12

Note: President Herron reviewed the proposed texts. The books are part of college-level curricula, therefore the books are required for West Genesee High School students to use in the specified classes. The Texts have a clear emphasis on ethical decision making.

Shawn Mitchell asked that the Board consider other options for the textbook review process.

Second: Joseph Simon Approved 9 – 0

REPORTS

Claims Audit Sub-Committee – Joseph Simon reported that the next meeting will take place on December 20, 2017 at 6:15 p.m.

Audit Committee – The next meeting will be in the Spring of 2018.

Policies and Bylaws Committee – Neil Widrick stated that the next meeting is scheduled for December 20, 2017 at 5:30 p.m.

Teaching Center – Karen Fruscello indicated that the next meeting is December 4, 2017
REPORTS continued:

Parent Curriculum Information Council – Vladimiro Hart-Zavoli noted that Brian Kesel reviewed the Strategic Plan at the October meeting. Potential topics for information were discussed. The next meeting is January 9, 2018.

Ad Hoc Employee Benefits Committee – Neil Widrick reported that the next meeting is December 11, 2017 at 4:00 p.m.

SEPTSA – Vladimiro Hart-Zavoli mentioned that the Association met with the ROADS Project to learn about socialization opportunities. A second speaker talked about the importance of interactive play with parents of students with disabilities.

OPEN FORUM

Shawn Mitchell thanked Todd Freeman for his efforts in running the District Safety Committee meeting yesterday.

Roberta Herron noted that she is planning a mid-year Board of Education retreat in January. She added that the OCM BOCES annual dinner invitation has been mailed.

Eric Bacon shared that he attended the National Letter of Intent Ceremony. He felt it was very special, and that he was especially proud to see Emily Young, who is a close friend of his daughter and family.

Lisa Craig thanked Jeannette Clark for her efforts in the Spelling Bee, as well as Beth Lozier for her assistance at the Spelling Bee.

ADJOURNMENT

D.1 Motion: Neil Widrick

It is recommended that the Regular Session of the Board of Education be adjourned. (7:29 p.m.)

Second: Kimberly Coyne

Approved 9 – 0

Respectfully submitted,

[Signature]
Paul E. Pelton, District Clerk
Two major focus areas
Focus Areas continued
Students are...

- Developing better stamina in reading and writing
- Developing stronger math problem solving skills because of the focus on reading for analysis
- Reading from a wider range of diverse and complex texts

Teacher Feedback
Next Steps
<table>
<thead>
<tr>
<th>#</th>
<th>Call No</th>
<th>Title</th>
<th>Author</th>
<th>Barcode</th>
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<td>FIC WRIGHT</td>
<td>Crandalls' castle /</td>
<td>Wright, Betty Ren.</td>
<td>WGM SWGMS60</td>
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<td>2003</td>
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<td>Janet Chemotti</td>
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<td>Gathering blue /</td>
<td>Lowry, Lois.</td>
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<td>Lincoln : a photobiography /</td>
<td>Freedman, Russell.</td>
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<td>6</td>
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<td>Marley : a dog like no other / GROGAN</td>
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<td>WGM SWGMS20</td>
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<td>Rules /</td>
<td>Lord, Cynthia.</td>
<td>WGM S00T0515</td>
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<td>2006</td>
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<td>Riordan, Rick.</td>
<td>WGM SWGMS20</td>
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<td>11/28/2017</td>
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<td>Riordan, Rick.</td>
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<td>Janet Chemotti</td>
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<td>11/28/2017</td>
<td>Janet Chemotti</td>
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<td>Riordan, Rick.</td>
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<td>Shull, Megan.</td>
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<td>Theodore Boone : kid lawyer /</td>
<td>Grisham, John.</td>
<td>WGM SWGMS60</td>
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**Total:** $269.93
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<th>Identification #</th>
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<td>Kenmore Gas Stove</td>
<td>002013</td>
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<tr>
<td>Whirlpool Gas Stove</td>
<td>005519</td>
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<tr>
<td>Roper Gas Stove</td>
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Submitted by:
Steve Dunham, Principal
12/4/17
# Timeline for Approval of Third Amended and Restated Cooperative Health Agreement

<table>
<thead>
<tr>
<th>Date</th>
<th>Event:</th>
<th>Comments:</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 21, 2017</td>
<td>Redline of proposed Third Amended and Restated Cooperative Health Agreement (&quot;3rd Amended CHA&quot;) approved by the Executive Committee (to be distributed in advance) discussed as agenda item for annual meeting of the Board of Directors. A general discussion among the Board should occur addressing the necessity for the proposed changes and the review process/timeline.</td>
<td>Timeline and template for Board of Education (&quot;BOE&quot;) approval resolution to be distributed.</td>
</tr>
<tr>
<td>June 21, 2017 to Jan. 1, 2018</td>
<td>Individual participant school districts and BOCES to internally vet changes with their BOEs.</td>
<td>Questions or concerns may be raised directly to the Executive Committee or Cooperative legal counsel, as appropriate.</td>
</tr>
<tr>
<td>Jan. 31, 2018</td>
<td>Cooperative Board to vote on approval of 3rd Amended CHA.</td>
<td>As per ¶ 13(b) of current CHA, 75% of the entire Board is required to amend the CHA. Should amendment pass, all participants are bound by amendment.</td>
</tr>
<tr>
<td>Feb. 1, 2018 to April 29, 2018</td>
<td>Individual participant school districts and BOCES to obtain BOE resolutions approving the 3rd Amended CHA, and agreeing to be bound by its terms.</td>
<td>Failure to obtain BOE approval of the 3rd Amended CHA will be deemed to be a voluntary withdrawal from the Cooperative effective September 1, 2018.</td>
</tr>
<tr>
<td>April 30, 2018</td>
<td>Deadline to provide BOE Resolution to Chairperson approving 3rd Amended CHA</td>
<td></td>
</tr>
<tr>
<td>Sept. 1, 2018</td>
<td>3rd Amended CHA becomes effective</td>
<td></td>
</tr>
</tbody>
</table>
MEMORANDUM

To: Board of Directors
   COOPERATIVE HEALTH INSURANCE FUND
   OF CENTRAL NEW YORK

From: John G. Powers

Subject: Material Amendments to Municipal Cooperative Agreement ("MCA")

<table>
<thead>
<tr>
<th>Description of Change</th>
<th>Current MCA Section</th>
<th>New MCA Section</th>
<th>Reason for Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expansion of presumptive geographic footprint of the Cooperative to include school districts within the Oswego County BOCES</td>
<td>9</td>
<td>B(2)-(3)</td>
<td>Added to recognize the fact that multiple current participants reside in Oswego County and that the county is contiguous with, and comparable to, the original intended geographic footprint of the Cooperative.</td>
</tr>
<tr>
<td>Clarification of the procedure for considering and voting on new participants</td>
<td>9</td>
<td>B(3)-(5)</td>
<td>Added to recognize that the Cooperative may need to be more selective with respect to new applicants. Amendment provides more specificity as to the factors to be considered in considering any new application and clarifies aspects of the review and approval process.</td>
</tr>
<tr>
<td>Addition of a provision conditioning re-entry upon a five year waiting period (an increase from the present three year period) and 2/3 vote of the Cooperative Board</td>
<td>8</td>
<td>B(6)</td>
<td>Added to discourage attempts to exit and immediately re-enter the Cooperative for individual short-term motives that may otherwise be detrimental to the collective.</td>
</tr>
<tr>
<td>Addition of a provision allowing for the assessment of an entry fee to offset administrative expenses, if appropriate</td>
<td>8</td>
<td>C(2)</td>
<td>Added to recognize that the addition of a new participant may cause the Cooperative to incur additional administrative overhead expenses.</td>
</tr>
<tr>
<td>Provision of more clarity for the procedure and calculation of additional assessments should they become necessary</td>
<td>6(a)(ix)</td>
<td>C(3)</td>
<td>Added to provide more specificity for such a contingency.</td>
</tr>
<tr>
<td>Addition of an MCA provision consistent with the &quot;All In&quot; resolution passed November 20, 2012</td>
<td>None</td>
<td>C(4)</td>
<td>The &quot;All In&quot; resolution was passed to prevent piecemeal participation in the Cooperative for only certain categories of benefits. It was determined that such partial participation created potential inequities in the formulas for premium equivalent rates and was potentially unfair to the fully-participating participants.</td>
</tr>
<tr>
<td>Addition of procedure allowing for voting by electronic mail and/or other suitable means</td>
<td>3(c)</td>
<td>D(10)</td>
<td>As technology has evolved, this provision has become necessary for seeking approval regarding urgent Board actions.</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------------------</td>
<td>------</td>
<td>-------</td>
<td>--------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Addition of defense and indemnification promise to Board members and officers</td>
<td>None</td>
<td>D(12)</td>
<td>The measure provides additional security to Board members or officers who are sued in their individual capacities for actions taken in furtherance of their responsibilities to the Cooperative or its Board.</td>
</tr>
<tr>
<td>Clarification of the withdrawal procedure from the Cooperative to include: (i) adding specificity regarding the withdrawal calculation; (ii) specifying that fund balance shall not include restricted accounts; (iii) specifying how any withdrawal payment shall be made; and (iv) increasing the waiting period for rejoining from three to five years</td>
<td>8</td>
<td>J</td>
<td>These provisions have been adopted to prevent the type of litigation initiated by Liverpool CSD to force a beneficial withdrawal settlement by arguing ambiguities in the existing withdrawal liability provision. The changes are intended to discourage such costly litigation by specifying more concrete expectations.</td>
</tr>
</tbody>
</table>
RESOLUTION OF THE BOARD OF EDUCATION APPROVING THIRD AMENDED AND RESTATED COOPERATIVE HEALTH AGREEMENT

WHEREAS, the [School District/BOCES] is a participating member of the Cooperative Health Insurance Fund of Central New York (the "Cooperative") formed pursuant to Article 5-G, Sections 92-a and 119-o of the New York State General Municipal Law for the purpose of jointly procuring health insurance to provide basic hospital, surgical, medical, and prescription drug benefits to their eligible employees and retirees; and

WHEREAS, the Cooperative is currently governed by the terms of a "Second Amended and Restated Cooperative Health Agreement" (the "Current Operating Agreement") but has been presented with an amended governance agreement titled the "Third Amended and Restated Cooperative Health Agreement" (the "Proposed Operating Agreement"); and

WHEREAS, the Cooperative Board of Directors has voted in favor of adoption of the Proposed Operating Agreement for purpose of governance of the Cooperative effective September 1, 2018; therefore

BE IT RESOLVED, that the Board of Education of the [School District/BOCES] hereby approves the terms of Third Amended and Restated Cooperative Health Agreement as the sole governance agreement of the Cooperative, replacing and superseding the Current Operating Agreement in its entirety, and agrees that its continuing participation in the Cooperative will be bound by its terms.

This resolution shall take effect immediately and shall be delivered to the Chairperson of the Cooperative.

Adopted the ___________________ day of ___________________, 2018, at a meeting of the [School District/BOCES] Board of Education.

By:

_________________________________
District Clerk
### Substitute Bus Attendant

Morford, Jason  
4172 St. John Drive, Syracuse, NY 13215  
570-765-3683

### Substitute Bus Driver

Morford, Jason  
4172 St. John Drive, Syracuse, NY 13215  
570-765-3683

Zawacki, Charles  
6148 Devoe Road, Camillus, NY 13031  
315-350-7097

### Substitute Clerical

Moore, Terry  
2721 Rolling Hills Road, Camillus, NY 13031  
315-672-9638  
Available December 18, 2017 for the HS ONLY

### Substitute Custodial

Kukulski, Andrew  
Conditional 301 Male Avenue, Syracuse, NY 13219  
315-657-8940

### Substitute Food Service Worker

Eipp, Elizabeth  
4168 West Seneca Tnpk, Syracuse, NY 13215  
315-863-7917

### Substitute LPN

Wissel, Francesca  
Conditional 5691 North Street, Camillus, NY 13031  
315-317-0685

### Substitute Nurse

Corcoran, MaryKay  
120 Turkey Run Lane, Warners, NY 13164  
315-254-7560

Godfrey, Bridgette  
182 Gilbert Mills Road, Phoenix, NY 13135  
315-416-8409

Hussong, Kristin  
6260 Eckhardt Road #27, Lake View, NY 14085  
716-861-1066  
Available 1/16/18

### Substitute Teacher

Dow, Elisabeth  
200 Monte Vista Drive, Camillus, NY 13031  
315-263-0253  
Cert  Child Ed 1-6, Spec Ed 1-6,  
Unavailable until further notice

12/5/2017  
West Genesee Central Schools  
Page 1 of 2
### Substitute Teacher

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Phone</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grutka, Lilia</td>
<td>3047 Claybourne Lane, Baldwinsville, NY 13027</td>
<td>315-708-7821</td>
<td>Child Ed 1-6, but will do all buildings all areas (Prefers 2nd grade and up), Available Jan 2, 2018</td>
</tr>
<tr>
<td>Nelson, Tiffany</td>
<td>Conditional 8880 Maple Drive, Cicero, NY 13039</td>
<td>315-456-8071</td>
<td>Chemistry, Science, Math, prefers secondary but will do all areas</td>
</tr>
</tbody>
</table>

### Substitute Teacher Aide

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
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<tbody>
<tr>
<td>L’Italien, Tina</td>
<td>123 Richards Road, Camillus, NY 13031</td>
<td>315-481-8365</td>
<td>Transportation takes 1st preference</td>
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</table>

### Substitute Teaching Assistant

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Phone</th>
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<tbody>
<tr>
<td>Demoski, Joshua</td>
<td>7190 West Dead Creek Road, Baldwinsville, NY 13027</td>
<td>315-559-3810</td>
<td></td>
</tr>
<tr>
<td>Elmer, Hannah</td>
<td>Conditional 108 Patterson Avenue, Syracuse, NY 13219</td>
<td>315-877-1801</td>
<td>Available December 18, 2017</td>
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<tr>
<td>Haley-Hagadorn, Sean</td>
<td>Conditional 2047 Fitzgerald Point, Marietta, NY 13110</td>
<td>315-427-1882</td>
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<tr>
<td>Kilroy, Jenifer</td>
<td>Conditional 3971 Stetson Circle, Syracuse, NY 13215</td>
<td>315-727-6211</td>
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<tr>
<td>Lemons, Cheryl</td>
<td>120 Cowan Avenue North, Syracuse, NY 13209</td>
<td>315-254-0729</td>
<td>Transportation Department has 1st preference</td>
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<tr>
<td>Melbrod, Valerie</td>
<td>Conditional 4774 Gretchen Circle, Syracuse, NY 13215</td>
<td>719-238-3204</td>
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<tr>
<td>Ohlmeyer, Abigail</td>
<td>193 Mason Drive, Syracuse, NY 13219</td>
<td>315-727-4271</td>
<td>Available 12/11/17 through 1/12/18</td>
</tr>
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</table>
MEMORANDUM OF AGREEMENT

THIS AGREEMENT is entered into this 29th day of November, 2017, by and between the WEST GENESEE CENTRAL SCHOOL DISTRICT (the “District”) and the WEST GENESEE TEACHERS ASSOCIATION (the “Association”).

WHEREAS, on October 5, 2016, the Association filed a grievance under the collective bargaining agreement between the parties (the “contract”), over step placement on the salary schedule upon return from child-rearing leave; and

WHEREAS, the District denied the grievance, and the parties proceeded to arbitration; and

WHEREAS, in an award dated August 5, 2017, Arbitrator Clifford B. Donn determined that Theresa Price will be moved up one step on the salary schedule for the 2016-17 school year, and that the District will pay her back pay to compensate her for not having previously been moved up a step on the salary schedule for the 2016-17 school year; and

WHEREAS, the Arbitrator also stated that the parties should enter into discussions over how to deal with employees who in the past were returned to the salary schedule a step too low after returning from child-rearing leave, based on the Arbitrator’s interpretation of the contract as set forth in his award; and

WHEREAS, the parties have engaged in such discussions, and have agreed upon a method for implementing the arbitration award in connection with the remedy, without the need for further proceedings before the Arbitrator or a court; the District and the Association agree as follows:

1. The parties will treat Article V.E of the contract (regarding the “90 day rule”) as not applying to teachers who return to work from child-rearing leave pursuant to Article XI.E of the contract, on or after the date of the arbitration award.

2. Theresa Price will be moved up a step on the salary schedule for the 2016-17 school year, so her step for that year will be 16 (MA + 6).

3. The District will pay Ms. Price the difference between the base salary for 2016-17 for Step 16 (MA + 6) and what the District already paid her as base salary for 2016-17 for Step 15 (MA +6). (This amount will be treated as gross pay. It will be subject to any applicable withholdings or deductions that are required by law, the contract, or authorization by Ms. Price, in accordance with the usual policies and practices of the District.)

4. Other current members of the collective bargaining unit represented by the Association who (a) went out on a child-rearing leave on or after July 1, 1995, (b) had fewer than 90 total paid days (days worked plus days out on paid sick or personal leave) in the school year in which the leave was taken, (c) returned from child-rearing leave in another school year to
work for the District, and (d) were not moved up a step on the salary schedule upon their return, will receive a similar remedy. That is, each affected employee will be moved up one step on the salary schedule for the 2016-17 school year (in addition to any step movement that employee already received for 2016-17). The District will pay each such employee the difference between the base salary for 2016-17 for the step on the salary schedule resulting from the step movement required by this paragraph and what the District already paid such employee as base salary for 2016-17. (This amount will be treated as gross pay. It will be subject to any applicable withholdings or deductions that are required by law, the contract, or authorization by the employee, in accordance with the usual policies and practices of the District.)

5. The following unit members identified by the District will receive the remedy described in Paragraph “4” above:

   Tracy Butkowski*
   Melodie Cunningham
   Lisa Long
   Paula Phelan
   Katie Tangretti

* Ms. Butkowski will be moved up two steps on the salary schedule for the 2016-17 school year (in addition to the step movement that she already received for 2016-17). The District will give her back pay based on one of these steps (whichever is greater).

6. Other eligible unit members will receive the remedy described in Paragraph “4”. In order to be eligible, (a) an individual must notify the District and the Association no later than Friday, September 8, 2017 that he or she took child-rearing leave on or after July 1, 1995, (b) the leave must have satisfied the conditions described in the first sentence of Paragraph “4” above, and (c) the individual must currently be employed by the District in a position in the bargaining unit represented by the Association. The District and the Association will cooperate in communicating with unit members in an effort to identify any persons not listed in Paragraph “5” above who may be eligible to be included in the remedy. Such communication will inform unit members of the September 8, 2017 deadline and how they may give the notice required by this Paragraph “6”.

7. For years after the 2016-17 school year, step movement on the salary schedule for Ms. Price and the other unit members who participate in the remedy pursuant to this Agreement will be determined in accordance with the contract.

8. The District’s provision of the remedy described in this Agreement is in full satisfaction of any and all claims of any kind regarding step movement upon return from child-rearing leave, with respect to leaves taken and completed on or before the date of this Agreement. The Association will not file or support any grievances or other claims of any kind regarding this. (However, this paragraph does not limit the right of the parties to enforce this Agreement.)
9. Neither party will apply to the Arbitrator to modify the award, or to a court to vacate or modify the award.

10. The parties agree that their actions in entering into this Agreement are the result of a good-faith compromise, as well as a desire to resolve this matter without any further proceedings before the Arbitrator, or any other litigation, administrative proceedings or grievances. Therefore, this Agreement will not be deemed or portrayed as an admission of guilt or wrongdoing on the part of any party to this Agreement.

11. The parties agree that this Agreement is based on the unique circumstances of this case, and is not to be deemed to establish a precedent for future grievances, improper practice proceedings, or other actions or proceedings.

12. The parties have had the opportunity to be represented by legal counsel or union representative, and each has had the terms herein contained explained so that each party freely consents to enter into this Agreement. Their consent to enter into this Agreement was not induced by fraud, duress or any other undue influence.

13. The parties agree that this Agreement represents the full, final and complete resolution of this matter, and that it supersedes any prior understandings, either written or oral, between the parties regarding the subject matter herein. It may not be added to or modified in any way, except by a written agreement signed by each party hereto.

IN WITNESS WHEREOF, the parties have signed this Memorandum of Agreement.

Dated: __28__ 2017 WEST GENESEE CENTRAL SCHOOL DISTRICT

By: [Signature]

Christopher Brown, Superintendent of Schools

Dated: __21__ Nov. 2017 WEST GENESEE TEACHERS ASSOCIATION

By: [Signature]

John Mannion, President
ADDENDUM TO
MEMORANDUM OF AGREEMENT
(Child Rearing Leave Arbitration)

THIS ADDENDUM is intended to augment, and be incorporated into, the MEMORANDUM OF AGREEMENT (the “MOA”) entered into on 27th day of November 2017, by and between the WEST GENESEE CENTRAL SCHOOL DISTRICT (the “District”) and the WEST GENESEE TEACHERS ASSOCIATION (the “Association”).

WHEREAS, the MOA addressed an agreement to a resolution of an arbitration decision specifically in regard to Child Rearing Leave as it relates to salary step placement; and

WHEREAS, the MOA named employees who have been impacted by the decision; and

WHEREAS, the MOA created a mechanism for the District to identify unnamed employees who also may have been impacted by the arbitration decision; and

WHEREAS, a complete audit of personnel files was conducted for those unnamed employees who submitted notice pursuant to the MOA;

NOW THEREFORE, the District and the Association agree as follows:

1. The following is a complete list of all employees who have been identified as being impacted by the arbitration decision as to either salary or step placement, or both. These members will receive the remedy as specified in Paragraph “4” of the MOA, or a similar remedy based upon their individual audit results:

   Tracy Butkowski
   Monica Canterino
   Beth Caraccio
   Melodie Cunningham
   Ann Davis-Allen
   Kim Dunham
   Susan Francesconi

   Paige Gardner
   Kristen Gipe
   Rosemary Grecco
   Lisa Long
   Lauren Navarra
   Paula Phelan
   Crystal Pierce-Best

   Theresa Price
   Kathryn Tangretti
   Marie Thompson
   Courtney Updegraff
   Kathleen Weber
   Eliza Wisniewski
   Jennifer Wrobleski

2. Eligible employees will be placed on their new salary step effective on or about December 8, 2017, using the method as described in Paragraph “4” of the MOA. If the employee is entitled to a salary step increment(s), their December 8, 2017, pay will also include a retroactive payment from the beginning of the 2017-2018 school year. Additionally, eligible employees will also receive on that same paycheck one-year back pay based on their salary step in the 2016-2017 year (or their last work year) and their adjusted step in that year. See attached spreadsheets for amounts of retroactive and back-pay each impacted employee will receive.
3. Article XI (E)(1)(h) of the 2016-2020 Collective Bargaining Agreement shall be modified to as follows:

"h. Upon return from such leave, the teacher will be placed on the salary step (s) he would have achieved in the year immediately following the commencement of the leave. Article V(E) of this CBA ("90 day rule") does not apply to teachers who return to work form Child Rearing leave pursuant to this section. The following conditions apply:

1. A Teacher who has worked or has any paid leave (sick or personal) in the school year in which (s) he takes Child Rearing Leave, even if less than 90 days, shall be placed one step higher upon their return in the following or subsequent school year.

2. Multiple Child Rearing Leaves that result in a continuous absence will be counted as one single leave period."

IN WITNESS WHEREOF, the parties have signed this Memorandum of Agreement.

Dated: 128, 2017 WEST GENESEE CENTRAL SCHOOL DISTRICT

By: [Signature]
Christopher Brown, Superintendent of Schools

Dated: Nov 21, 2017 WEST GENESEE TEACHERS ASSOCIATION

By: [Signature]
John Mannion, President
The following are employees who will receive back pay which is based on the difference between their paid step in the 2016-2017 school year, and their new step (up one step) in the 2016-2017 school year.

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>2016 Step</th>
<th>Paid Salary</th>
<th>2016 New Step</th>
<th>New Salary</th>
<th>Difference</th>
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<td>16M</td>
<td>$64,548.00</td>
<td>17M</td>
<td>$65,173.00</td>
<td>$625.00</td>
</tr>
<tr>
<td>Monica</td>
<td>Canterino</td>
<td>18M+36</td>
<td>$71,605.00</td>
<td>19M+36</td>
<td>$72,299.00</td>
<td>$694.00</td>
</tr>
<tr>
<td>Beth</td>
<td>Caraccio</td>
<td>16M+30</td>
<td>$69,286.00</td>
<td>17M+30</td>
<td>$69,956.00</td>
<td>$670.00</td>
</tr>
<tr>
<td>Melodie</td>
<td>Cunningham</td>
<td>16M+36</td>
<td>$70,234.00</td>
<td>17M+36</td>
<td>$70,914.00</td>
<td>$680.00</td>
</tr>
<tr>
<td>Ann</td>
<td>Davis-Allen</td>
<td>24M+24</td>
<td>$73,969.00</td>
<td>25M+24</td>
<td>$74,848.00</td>
<td>$879.00</td>
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<tr>
<td>Kim</td>
<td>Dunham</td>
<td>7M+30 x .85</td>
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<td>8M+30 x .85</td>
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<td>Francesconi</td>
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<td>32M+12</td>
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<td>$68,046.00</td>
<td>18M+18</td>
<td>$68,708.00</td>
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<tr>
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<td>Gipe</td>
<td>22M+18</td>
<td>$71,415.00</td>
<td>23M+18</td>
<td>$72,113.00</td>
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</tr>
<tr>
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<td>Grecco</td>
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<td>$79,952.00</td>
<td>36M+12</td>
<td>$80,146.00</td>
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<td>Long</td>
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<td>$74,733.00</td>
<td>18M+66</td>
<td>$75,462.00</td>
<td>$729.00</td>
</tr>
<tr>
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<td>Navarra</td>
<td>15M+18</td>
<td>$66,746.00</td>
<td>16M+18</td>
<td>$67,393.00</td>
<td>$647.00</td>
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<td>Paula</td>
<td>Phelan</td>
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<td>$67,093.00</td>
<td>18M+12</td>
<td>$67,745.00</td>
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<tr>
<td>Crystal</td>
<td>Pierce-Best</td>
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<td>23M+30</td>
<td>$74,139.00</td>
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<td>$69,286.00</td>
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<td>$69,956.00</td>
<td>$670.00</td>
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<td>Thompson</td>
<td>9M^1</td>
<td>$58,683.00</td>
<td>10M^1</td>
<td>$59,251.00</td>
<td>$568.00^1</td>
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<tr>
<td>Courtney</td>
<td>Updegraff</td>
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<td>7M+24^2</td>
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<td>$564.00^2</td>
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<td>19M+30^3</td>
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<td>Wisniewski</td>
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<td>Jennifer</td>
<td>Wroblewski</td>
<td>19M</td>
<td>$66,449.00</td>
<td>20M</td>
<td>$67,099.00</td>
<td>$650.00</td>
</tr>
</tbody>
</table>

^1Marie Thompson was on leave in the 2016-2017 school year. Last time worked was 2015-2016 school year. Her adjustment is based on the 2015-2016 school year.

^2Courtney Updegraff was on leave in the 2016-2017 school year. Last time worked was 2013-2014 school year. Her adjustment is based on the 2013-2014 school year.

^3Kathleen Weber's step was previously adjusted prior to this agreement, but not back-pay. Therefore she will not get a stop increase, but she will be paid one step back pay. She was step 19M+30 in 2016-2017 year, which was correct, so we will use the difference between that step and step 20M+30 to determine back pay.

NOTE: The dollar figures in chart were “rounded”. Due to rounding, actual pay to employees may be off by a few cents either up or down.
The following are employees will be placed on a new step (up one step) on December 8, 2017. They will receive retroactive pay from the beginning of the 2017-2018 school year.

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>Current 2017-2018 Step</th>
<th>New 2017-2018 Step</th>
<th>Old Biweekly</th>
<th>New Biweekly</th>
<th>Retro Check</th>
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<tr>
<td>Tracy</td>
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<td>17M^1</td>
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<td>17M+42</td>
<td>18M+42</td>
<td>$2847.04</td>
<td>$2,874.85</td>
<td>$166.85</td>
</tr>
<tr>
<td>Melodie</td>
<td>Cunningham</td>
<td>17M+36</td>
<td>18M+36</td>
<td>$3478.24</td>
<td>$3,511.95</td>
<td>$202.29</td>
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<td>Ann</td>
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<td>26M+24</td>
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<td>Dunham</td>
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<tr>
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<td>23M+24</td>
<td>24M+24</td>
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<tr>
<td>Rosemary</td>
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<td>37M+12</td>
<td>$3198.08</td>
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<td>Lisa</td>
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<td>19M+78</td>
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<td>$2,748.31</td>
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<tr>
<td>Crystal</td>
<td>Pierce-Best</td>
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<td>$3636.38</td>
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<tr>
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<td>17M+6</td>
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<tr>
<td>Kathryn</td>
<td>Tangretti</td>
<td>17M+42</td>
<td>18M+42</td>
<td>$2847.04</td>
<td>$2,874.85</td>
<td>$166.85</td>
</tr>
<tr>
<td>Marie</td>
<td>Thompson</td>
<td>10M^2</td>
<td>11M^2</td>
<td>On Leave^2</td>
<td>On Leave^2</td>
<td>On Leave^2</td>
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<tr>
<td>Courtney</td>
<td>Updegraff</td>
<td>7M+24^3</td>
<td>8M+24^3</td>
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<td>No Change^3</td>
<td>No Change^3</td>
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<td>21M</td>
<td>$3290.81</td>
<td>$3,323.00</td>
<td>$193.14</td>
</tr>
</tbody>
</table>

^1 Tracy Butkowski will be bumped two steps (two leaves were impacted). Her retroactive pay will be based on her new higher step for the 2017-2018 school year. She will only receive one step back pay (see previous chart).

^2 Marie Thompson is currently on leave so there is no retroactive pay. She will be placed on her higher step (Step 11M) when she returns to work. She will receive one step back pay (see previous chart).

^3 Courtney Updegraff will be placed on a higher step; however, there is no change in salary as the salary schedule had a pay freeze built into it for that step. She will receive one step back pay (see previous chart).

^4 Kathleen Weber will not receive a salary step bump, as her step placement was previously adjusted. She will receive one step back pay (See previous chart).

NOTE: The dollar figures in chart were "rounded". Due to rounding, actual pay to employees may be off by a few cents either up or down.
## Committee Recommendations for Board of Education Review with Details (December 6, 2017)

<table>
<thead>
<tr>
<th>Meeting</th>
<th>Alt ID#</th>
<th>Age</th>
<th>Committee Grade</th>
<th>Reason</th>
<th>Decision</th>
<th>Disability</th>
<th>Recommended School</th>
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<td>Preschool Itinerant Services Only</td>
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<tr>
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<td>09/01/2017</td>
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<td>06/29/2018</td>
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Report - Recommendations for BOE (v03b) w/o Student Name with Program Details - Printed 11/28/2017 2:39:55 PM
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**Speech/Language Therapy**

- **Consultant Teacher Services**
  - Start Date: 09/06/2017
  - End Date: 06/22/2018
  - Ratio: Direct
  - Freq.: 5
  - Period: Weekly
  - Duration: 30 mins

- **Occupational Therapy**
  - Start Date: 09/06/2017
  - End Date: 06/22/2018
  - Ratio: Small Group
  - Freq.: 2
  - Period: Weekly
  - Duration: 30 mins

- **Speech/Language Therapy**
  - Start Date: 09/06/2017
  - End Date: 06/22/2018
  - Ratio: Small Group
  - Freq.: 3
  - Period: Weekly
  - Duration: 30 mins

**Program/Service Details**

- **Consultant Teacher Services**
  - Start Date: 09/06/2017
  - End Date: 06/22/2018
  - Ratio: Direct
  - Freq.: 5
  - Period: Weekly
  - Duration: 30 mins

- **Occupational Therapy**
  - Start Date: 09/06/2017
  - End Date: 06/22/2018
  - Ratio: Small Group
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  - Period: Weekly
  - Duration: 30 mins

- **Speech/Language Therapy**
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West Genesee High School

Other Health Impairment

Learning Disability

Ineligible

Speech or Language Impairment

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