

**ALBION CENTRAL SCHOOL DISTRICT
ALBION, NEW YORK 14411
JANUARY 7, 2019 SUMMARY
OF THE REGULAR BOARD OF EDUCATION MEETING**

MEETING CALL TO ORDER

Board President, Mrs. Margy Brown, called the meeting to order at 7:00 pm.

PLEDGE TO THE FLAG

RECOGNITION

HIGH SCHOOL STUDENT AWARDS

Loren Beam - Leadership
Mayra Reyes Rosario - Character

1. APPROVAL OF AGENDA

BOARD APPROVED

PUBLIC FORUM

Mr. Christopher Keller, ATA President presented packets of information addressed for Board Members to Mr. Shawn Liddle, District Clerk.

Mr. Keller expressed his respect for community members who serve on the Board. He further explained that the packets for each of the Board members provided information regarding concerns from a significant portion of the ATA as to serious illnesses of staff and especially the number of females in the district who have been diagnosed with breast cancer. With the number of severe illnesses and the building location of those affected, the ATA believes this warrants closer scrutiny.

Mr. Keller explained that the ATA had received a letter from the Superintendent on November 27, 2018 following a May 1, 2018 meeting that was held where the ATA concerns were shared with administration. The ATA requested the Board review the information provided and that they consider looking further at having a more qualified third-party organization assess the situation.

Mrs. Angie Wolfe shared with the Board her concerns over the present health situation and the serious illness that she has endured. Mrs. Wolfe read a letter to the Board that she had prepared indicating the number of health issues involving faculty and staff. She provided information regarding her own health and the time she has spent in testing, surgery and treatment. Mrs. Wolfe indicated her hope that the Board will act to have a highly qualified provider do a study of the air and water quality in the district.

Mrs. Margy Brown thanked Mrs. Wolfe and Mr. Keller for sharing their concerns with the Board. Mrs. Brown indicated the importance of talking about what the Board of Education has done with regard to these concerns. In 2018 the district administration looked into the known incidences of breast cancer found among staff members and requested WorkFit Medical review and provide feedback. The report from WorkFit Medical was shared with the ATA and colleagues. The report indicated research finds that one in eight women will be diagnosed with breast cancer and that in their review of information provided for Albion School, one in nineteen women (5%) at the Elementary School have been diagnosed. Environmental exposures were not found to be the cause as indicated by American Cancer Society information provided in the letter. The letter quoted the American Cancer Society, noting there is not a clear link to environmental exposures. Following the December Board meeting, Mrs. Brown did not receive any feedback. However, social media, Facebook, text messages and the Public Forum requests by the ATA and Mrs. Wolfe showed concern over the information shared.

Mr. Bonnewell indicated that since the December Board of Education meeting, the Orleans County Health Department, New York State Health Department and Cornell University School of Industrial & Labor Relations' Workplace Health & Safety Programs have been contacted. Each of these agencies is ready to assist. The district will provide these agencies with the information shared by the ATA. The district will gather recommendations from the agencies and contact the ATA once they are received.

Mrs. Brown reiterated the Board's concern for the safety of students, staff and community members and indicated there will be a plan to get information back to the ATA.

2. APPROVAL OF BUSINESS ITEMS

- A. Minutes of December 3, 2018 Special Board Meeting
Minutes of December 3, 2018 Regular Board Meeting
- B. Treasurer's Report November 2018
- C. Quarterly Revenue and Expenditure Reports
- D. Extra-Classroom Activity Fund Report for November 2018
- E. CSE Recommendations
- F. Committee on Special Education Referral Information
- G. Film Request
- H. Fundraiser Request

BOARD APPROVED

- I. Building Use Requests

BOARD APPROVED

3. CORRESPONDENCE - None

4. PRESENTATIONS

A. Growth Mindset - Grit Elementary School Growth Mindset Team

Mrs. Rachel Curtin introduced the Growth Mindset initiative to the Board as the foundation of opportunity for success. It provides an emotional and intellectual understanding of the power to grow, the power of yet and how this is built within each individual. The Elementary School has infused Growth Mindset into Reading, Writing, Social and Emotional Health, Art and Music. Mrs. Curtin provided each of the Board members with a copy of the Growth Mindset Parenting Guide. The guide is provided to parents, in English and Spanish, to explain Growth Mindset and its importance in student success.

Mrs. Toni Plummer presented information to the Board on the various workshops, speakers and Professional Development opportunities available to staff. Staff members attending the workshops came away with a better understanding of its purpose and were rejuvenated.

Expectations are high in a Growth Mindset environment, where we believe we can do with effort, what we can't do yet which will ultimately create successful students. Students learn at a higher level. Mrs. Plummer provided some examples of student responses to areas they feel Growth Mindset can help them. Mrs. Plummer indicated the program has progressed over the past two years.

Mrs. Plummer shared that when Grit is added at the Kindergarten level, students are taught independence and that it is okay to make mistakes, brush off and start again. With Grit students become problem solvers. It teaches delayed gratification and that words and the achievement itself could be enough for a job well done. In fourth grade students are taught to try new things, to challenge their potential.

Mrs. Bower shared the Growth Mindset activities that fifth grade students have been doing. A Growth Mindset/Grit Day was planned before break. Students read the book Fish In a Tree and worked on a bulletin board. ELA teachers and students had a themed idea and used skits, songs, etc. to show Grit. In one classroom students formed teams using colored markers to work out patterns for the movement of an Ozobot, a pocket-sized robot used to play, create and share through code. In another class they formed teams of 4-5 students and used K'nex, an engineering tool, to create objects. Other fifth grade students focused on Healthy Bodies, Healthy Brains and created booklets and bookmarks.

Mrs. Plummer indicated there is a plan in place for continuity as students move to sixth grade where activities are already taking place.

Miss Leto indicated that students will present to the Board in the spring regarding Growth Mindset.

5. COMMITTEE REPORTS

A. Niagara Orleans School Boards Association Legislative Breakfast Sign-Up

Information was provided to the Board regarding the Niagara Orleans School Boards Association Legislative Breakfast scheduled for Saturday, January 26, 2019 at the Cornell Cooperative Extension in Lockport, NY.

Board members were given the option to register directly if interested in attending or to contact Ms. Ishmael to have this done for them.

6. OLD BUSINESS

A. SuperEval Tool

Mrs. Brown indicated she had not received any feedback regarding the SuperEval Tool. Board members were asked how they wished to proceed. The Board concurred that a committee should be formed to further review the information. Mr. LaLonde, Mr. Sidari and Mrs. Nesbitt will serve on an Ad Hoc SuperEval Committee with a plan to utilize the tool beginning next year if the Board agrees to proceed with the purchase of the SuperEval tool.

B. 2019 Spring Field Experience Placements

A list of additional 2019 Spring Field Experience Placements was submitted for Board Members' information.

7. NEW BUSINESS

A. Personnel

1. Appointments:

- a. Cecilia DeRomanis
 - Position: Monitor
 - Start Date: 01/28/19
 - Civil Service Classification: Non-Competitive
 - Probationary Period: 01/28/19 - 01/27/20
 - Salary: \$11.10/hr.

2. Resignation/Retirements:

- a. Resignation of:
 - Matthew Peterson
 - Position: Principal @ HS
 - Effective: 01/14/19

b. Retirement of:

Jeff Mitchell
Position: Cleaner
Effective: 08/01/19

3. Leave Request:

a. Hillary Fiegl
Position: Science Teacher @ MS
Leave: Child Rearing Leave
(follows maternity leave)
Effective: 01/02/19 - 02/22/19

4. Middle School 6th Grade Intramurals Appointment:

a. Sara Koppenhaver

5. Extra-Curricular Athletic Salary Correction:

a. Renee Liberti
Position: Basketball Cheerleading Coach
(75% of Step 5 + 19)

6. Extra-Curricular Appointment:

a. Kathryn Kraus
Position: MS Literary Magazine 6-8

7. Substitutes:

Certified Substitute Teachers

- None

Non-Certified Substitute Teachers

- Zachary C. Shaffer

Non-Instructional: Clerical, Teacher Aide, Monitor
and Cleaner Substitutes

- Gerardo Solis

BOARD APPROVED

B. Standard Work Day Resolution

TITLE	NAME	STANDARD WORK DAY	TERM BEGINS/ ENDS	PARTICIPATES IN EMPLOYER'S TIME KEEPING SYSTEM (Y/N)	DAYS/ MONTH (based on Record of Activities)
Auditor	Laura Simboli	7.5	07/01/18 - 06/30/19	N	.20
School Tax Collector	Diane Stirk	7.5	07/01/18 - 06/30/19	N	3.41

BOARD ESTABLISHED the above as standard work days for elected and appointed officials and will report the following days worked to the New York State and Local Employees' Retirement System based on the timekeeping system records or the record of activities maintained and submitted by these officials to the deputy clerk of this body.

C. 2019 Spanish Club Trip to Costa Rica

BOARD APPROVED

D. FFA Trip Request

BOARD APPROVED

E. Lake Placid Softball Tournament

Moved to Executive Session

F. Donation

G. Donation

H. Donation

BOARD ACCEPTED the donation of coats, hats, gloves, undergarments and shoes to the Ronald L. Sodoma Elementary School in the approximate amount of \$1,300 from the Holy Family Parish; the donation of a framed photograph of the 1953 Albion High School Football team and a monetary donation of \$500 to the Albion High School Athletics Program in memory of Karl Klingenberger, Class of 1954; and the donation of a Civil War Book Collection to the Albion Central School District in the approximate amount of \$500 in memory of Don Mosher. Thank you letters will be sent on behalf of the Board of Education.

I. Volunteers

A list of volunteers was submitted and reviewed for Board Members' information.

8. ADMINISTRATORS' REPORTS

A. Building Principal Reports

Building Principal Reports were submitted and reviewed for Board Members' information.

B. Attendance Report

The Attendance Reports for November through December 2018 were submitted and reviewed for Board Members' information.

C. Superintendent's Report

o NOSBA Directory

Mr. Bonnewell provided each of the Board members a copy of the NOSBA Directory information. This information is provided by BOCES for review before the Directory is printed. Mr. Bonnewell requested the Board notify Cindy Ishmael with any changes to be made by noon on Wednesday, January 9th.

- NOSBA Legislative Breakfast
Mr. Bonnewell reviewed the NOSBA Legislative Breakfast flyer with the Board. There is no cost to attend the breakfast; however, there is a \$10 charge per person for no-shows. A preparation meeting is scheduled for Thursday, January 10th at 6:00 pm at Lewiston-Porter - no pre-registration is required to attend. Mr. Sidari will send the information he received by e-mail to Ms. Ishmael so that she can forward it to the Board.
- WNY Regional Calendar
Mr. Bonnewell reviewed a draft copy of the 2019-2020 WNY Regional Calendar with the Board. The draft proposes 188 teacher days but our ATA Contract allows a maximum of 185 teacher days. The calendar has not been finalized by BOCES yet. Once the final calendar is received, it will be provided to the Board for the development of our District calendar.
- Lyndonville Central School
Mr. Bonnewell shared with the Board an invitation from Lyndonville Central School to attend their Board meeting on January 14th at 7:00 pm. Mr. David Little, NYS Rural School Association Executive Director, will be giving a thirty minute presentation on his take on the educational and political forecast in NYS. Any Board member interested may attend.
- Safety and Security
Mr. Bonnewell reviewed with the Board that the School Resource Officer position has been posted by the Albion Police Department. The interview process is anticipated to take place in the next week.
- Active Incident Drill
Mr. Bonnewell shared with the Board that an Active Incident Drill is forthcoming for some time in March. A Superintendent Conference Day will be used for the drill. A planning meeting is scheduled for next week. This drill will be the largest full-scale drill for our county with hospitals and emergency personnel participating. There will be no transports but hospitals will practice responding to various scenarios.
- Smart Bond Committee
Mr. Bonnewell reviewed with the Board that the Smart Bond Committee met on December 6, 2018. At that meeting, they reviewed a possible book read for groups regarding professional growth in educational technology. The Committee is in the process of planning a Professional Development Day during the 2019-2020 school year. Other opportunities were also reviewed for Professional Development activities for individuals and groups.

On December 10, 2018 the Committee held an initial session with Archi-Technology personnel. The Committee is working on the next meeting.

o Data Dashboard

Mr. Bonnewell reviewed with the Board that he had previously shared data on student population and enrollment. Data was shared with the Board regarding Exit Outcomes for cohorts with regard to attainment of state exam results after four years on Math and English Regents, and four year graduation rates in the 2001-02, 2009-10 and 2016-17 years. Special note was made that the Advanced Designation Regents Diploma did not exist in 2001-02 and the CTE Endorsement did not exist in 2001-02 or 2009-2010. English Regents results showed that 76% of ACS students passed in the 2001-02 year, 84% passed in the 2009-10 year and 88% passed in the 2016-17 year. Math Regents results showed that 91% of ACS students passed in the 2001-02 year, 82% passed in the 2009-10 year and 87% passed in the 2016-17 year. Cohort graduation outcomes, after four years of high school, showed 79% of ACS students graduating in the 2001-02 year, 82% in the 2009-10 year and 88% in the 2016-17 year. Students graduating with Advanced Designation Diplomas were 49% in 2009-10 and 50% in 2016-17 and 12% graduated with CTE credentials added to their diploma in the 2016-17 year.

Mr. Bonnewell will continue to report recommended elements of the Data Dashboard to the Board as the device is further developed with the Board.

9. BOARD DATES

DAY	DATE	EVENT	TIME
Saturday	January 26, 2019	NOSBA's Annual Legislative Breakfast <i>Cornell Cooperative Extension Lockport, NY</i>	8:30 am
Monday	January 28, 2019	Audit Finance Committee Meeting	7:00 pm
Monday	February 4, 2019	Regular Board of Education Meeting	7:00 pm
Monday	February 25, 2019	Audit Finance Committee Meeting	7:00 pm
Monday	March 4, 2019	Regular Board of Education Meeting	7:00 pm
Monday	March 11, 2019	Audit Finance Committee Meeting	7:00 pm
Monday	March 18, 2019	Audit Finance Committee Meeting	7:00 pm

BOARD APPROVED

10. EXECUTIVE SESSION WITH THE SUPERINTENDENT

BOARD APPROVED

11. OPEN SESSION

BOARD APPROVED

The Board discussed the teacher survey that was developed, administered to teachers and submitted to the Board by the ATA. The Board asked Mr. Bonnewell and Miss Leto if they would seek clarification regarding imprecise questions and additional response background information from staff.

BOARD APPROVED James Wood and Maura Pierce as evaluators to be compensated at a rate of \$100 per completed evaluation as assigned by the Superintendent.

7. NEW BUSINESS

E. Lake Placid Softball Tournament

BOARD APPROVED

Mr. Bonnewell gave a brief update on the change of Board e-mail from Groupwise to G-mail.

12. ADJOURNMENT

BOARD APPROVED