

**ALBION CENTRAL SCHOOL DISTRICT
ALBION, NEW YORK 14411
DECEMBER 2, 2019 SUMMARY
OF THE REGULAR BOARD OF EDUCATION MEETING**

MEETING CALL TO ORDER

Board President, Mrs. Kathy Harling, called the meeting to order at 7:00 pm.

PLEDGE TO THE FLAG

RECOGNITION

Elementary School Student Awards

Brooke Doty - Leadership Award
Olivia Andrews - Character Award

1. APPROVAL OF AGENDA

BOARD APPROVED

Board President, Mrs. Kathy Harling, read a written statement regarding her personal thoughts and reassurances to parents, students and staff; noting it was not a formal statement of the Board. Mrs. Harling indicated the recent events in the Middle School have been stressful. She expressed that the concerns and fears have been heard, that they are important and that the community is not alone. Mrs. Harling assured that there is a lot of work taking place behind the scenes. Committees have been formed and experts are being consulted. It is a very scary situation and parents trust the school to protect their children. Mrs. Harling indicated she considers the school safer today versus a month ago; that a tragedy was averted; voices matter and she encouraged sharing any information. There is a heightened awareness. Changes have taken place but some will require more time than others. The Board is unable to share all safety practices but she asked parents for their trust; that the school is working to keep their children safe. She indicated there is an emphasis on safety with drills being held and the formation of the Threat Assessment Team. She expressed that she is grateful for the students who came forward with information; that the district was not addressing this in the aftermath of a tragedy. She indicated that the district can learn and grow from this to become a strong, cohesive unit where we can celebrate our strengths. Mrs. Harling stressed that voices do matter. She provided that the Board has been working on a Needs Assessment to form a strategic plan and that all will be invited to participate in the process. Mrs. Harling encouraged everyone to be involved.

Mrs. Harling indicated that one submission had been turned in for Public Forum. She reminded everyone that this is not a Q and A but an opportunity to address the Board. If anyone wished to speak, they would need to fill out a purple sheet and submit it which would give the speaker five minutes to talk. She asked that everyone be respectful and listen and indicated there may not be a response tonight if additional information is needed.

PUBLIC FORUM

Mr. Jeremy Nellist indicated this was the first Board Meeting he had attended due to the recent events and the handling of the situation. Mr. Nellist indicated he is not from around here and had just moved into the area recently. He wants to see extended measures taken; and wanted to know where the district stands on this. He indicated there has been an incident this year and one last year. It seems to be reoccurring with the district being two for two with the odds being good so far. Mr. Nellist made mention of the Sandy Hook and Columbine incidents and noted that the media being here was not necessarily good; that it could put thoughts into students' heads.

Mrs. Harling thanked Mr. Nellist and indicated the Board appreciated his input.

2. APPROVAL OF BUSINESS ITEMS

- A. Minutes of October 7, 2019 Regular Board Meeting
Minutes of November 4, 2019 Regular Board Meeting
Minutes of November 13, 2019 Special Board Meeting
- B. Treasurer's Report October 2019
- C. Extra-Classroom Activity Fund Report for October 2019
- D. CSE & CPSE Recommendations
- E. Committee on Special Education Referral Information
- F. Fundraiser Request
- G. Building Use Requests

BOARD APPROVED

3. CORRESPONDENCE - None

4. PRESENTATIONS

- A. 2019 School Tax Collection

Mr. Vallese reviewed a bar graph with the Board showing the percentage of taxes returned to the county from 1995 to the present time. This fall the taxes levied for the school and library totaled \$9,163,959 which was reduced \$3,430.86 due to two tax assessment reductions occurring after the bills were issued. Mr. Vallese indicated that when assessment changes occur after tax

bills are issued, the district not only loses the ability to collect the money related to those assessment reductions but the district uses money collected to pay the full Hoag Library levy. This year's assessment reductions amounted in a shortfall of \$3,430.86 from the original tax levy which includes \$267.65 for the Hoag Library.

The unpaid portion of the school taxes that were returned to the County represented 4.64 percent of the total taxes levied, down from 4.95 percent last year. The County collects any taxes that go past the collection date and reimburses the district in March.

B. High School - Python Program - Mr. Ben DeJonge

Mr. Ben DeJonge provided the Board with a Power Point presentation entitled "A ~~brief~~ look at teaching computer science using Python." He introduced himself as a High School teacher of Computer Science - Python Programming, Physics and Forensics. He shared that he loves working in the district, loves his job and the students he works with.

Part I of Mr. DeJonge's presentation included the following:

- What is Computer Programming?
 - Computer Programming is not repairing, playing games, social media or Microsoft.
 - Programming is the Engineering Design Process
 - Ask - define the problem
 - Imagine - brainstorm possible solutions
 - Plan - think, sketch
 - Create - make a model and test it
 - Improve - Adjust the design to make it better
 - What does it mean to program a device?
 - Humans write a series of instructions in computer language
 - The computing device performs the operations programmed
 - If successful, the computing device accomplishes the goal
 - Basic programmable devices interact with the user
- What is the state of STEM careers?
 - Stats shared from the Bureau of Labor for Projected Percent Change in Occupational Groups 2018-2028 show a 12.7 percent increase for computer and mathematical occupations.
 - STEM employment growth and salary outlook indicates an 8.8 percent increase.
 - Occupations with the most job growth, 2018 and projected to 2028 indicates that computer software developers, applications will grow and change by 25.6 percent

Mr. DeJonge shared a list of software programming languages that exist but focused on Python.

- What is Python specifically?
 - Not complex to read and write
 - Not Drag and drop block programming
 - Not Closed Source - no requirement to buy

Mr. DeJonge shared that Python is on the rise over other computer languages. He recently attended a conference where it was noted that Python is an open source - everyone can work on it and fix it. Python is a high-level programming language that uses basic commands written in English; it is text based and not based on manipulative graphics (block programming); the rules of the language don't adversely interfere with the functionality of the program goals; it runs on many different types of devices and is free and easy to implement. Python is intuitive and starter friendly; it is less complicated for students to use.

Part II of Mr. DeJonge's presentation included the following:

- Why should students learn about programming?
 - Programming can incorporate multiple student interests
 - Use code to solve a physics problem
 - Use code to make a choose-your-own adventure interactive story
 - Use code to emulate a Pokémon style system
 - Use code to draw repeating shapes based on principles of geometry
 - Use code to play music tones and frequencies using speakers
- What does Python look like in Mr. DeJonge's classroom?

Mr. DeJonge shared information regarding classroom case studies conducted by various students. A Madlibs project was completed; one classroom assignment used Python and its simple drawing capabilities to draw out a series of shapes given in a diagram.

Programming allows students to apply their learned knowledge in different ways such as solving a typical math problem; creating a problem and generating an algorithm for solving it by determining what to ask the user; determining what math needs to be done; obtaining real world data for use in a project; determining the limitations of a project. Programming is built on continuous improvement. Students can improve on projects, troubleshoot and collaborate. They can take another student's work and improve it, add functionality using newly learned programming skills by making the program more specific and looping repetitive program construct.

Mr. DeJonge reviewed that he had been working with Mark Vanacore to bring in hardware to increase engagement and physical computing.

- Raspberry Pi
 - Has a lot of places for error
 - Is a bit difficult for some students

- Adafruit Trinket MO
 - Very complex
 - Has built-in LED/colors
 - Is an optional part of the course

- The Micro:Bit
 - Has 25 LED's
 - Can communicate with a Bluetooth
 - Plug in and go
 - Curriculum has an open-ended task - make a prototype and show it

Mr. DeJonge shared classroom case studies and projects students had completed. He shared the future of computer science; that The Micro:Bit has been a success in class during the semester and plans to continue it. He showed interest in the possibility of starting a computer science after school club. The Micro:Bit can also be run using block style "drag and drop" programming and could possibly be introduced at lower grade levels such as the Middle School. Pairing with 3D printing will continue improving on in-class projects.

Mrs. Harling shared it was great to see enthusiasm of students.

Mrs. Brown asked Mr. DeJonge how many students are in his classes.

Mr. DeJonge responded that he has six students in this class and the number is based on scheduling. He would love more classes. Currently there is one class per year.

C. Athletic Placement Process - Mr. Adam Krenning

Mr. Krenning presented on the Athletic Placement Process beginning with a hand-out provided to the Board. He indicated that starting in July when he took over as Athletic Director, this was a hot topic. During the second day on the job, he received an Athletic Placement Process call from a parent who shared concerns over the process. He determined there was a need to find a solution on how to do this. He sent an e-mail to coaches and asked for their needs and wants for their specific sport.

Mr. Krenning asked coaches - "Should we have APP here at Albion?" Of the 24 coaches that were interviewed, 22 indicated yes, they would take exceptional athletes from 7th and 8th grade, moving them up and helping them thrive. Two of the coaches were unsure. Some

coaches agreed that there are students that are exceptional at the modified level and moving them up to JV/Varsity would help them improve as student athletes. In some cases, it's unsafe for students to stay at the modified level. Specialized positions need to be considered and moving a student-athlete up allows the other modified players to grow more.

Mr. Krenning shared that moving 7th graders up is a touchy subject. There is always an exception to every rule; that at this grade level, students are young and the best interest of the student is important.

Mr. Krenning shared that his biggest concern is communication on all fronts between coaches, the Athletic Director and Parents. There is a need to identify all appropriate students; being consistent in identifying students that need to come up; some would be good and successful at the JV level.

Mrs. Riley asked for clarification - asking that if a 7th or 8th grade student is brought up and for whatever reason is not successful, are they able to transition and go back?

Mr. Krenning responded yes.

Mrs. Riley responded that she may be wrong but sometimes lower grade level players are wanted on the team and have the basic skillset while the balance in the grade level want to play but the team is only so big.

Mr. Krenning responded that there have been conversations about that using an example of a student in baseball being knocked out of the sport by a younger player but then the student that was replaced, found a place in Track where he thrived. There is a need to look at opportunity versus holding back.

Mr. Krenning asked "What do we do?" In response to that question, he reviewed a proposal for a Skills Evaluation Day. This would allow one full day for kids to come in involving the entire 7th and 8th grade. Students would sign up, parent permission would be obtained, and there would be a parent meeting and a two hour skills assessment. Coaches and the Athletic Director would hold different stations and follow a rubric to take the students through the APP process. Students passing the APP process can try out for a sport with no guarantee of making the team. This would encompass all sports.

Mrs. Brown thanked Mr. Krenning and indicated this issue always comes up; it came up 7-8 years ago. She indicated a need to go back and look at policy. The APP process was designed for mature, exceptionally skilled student-athletes. An exceptional athlete APP compares to the state. In Albion exceptional compares to our district. From a policy standpoint, the process should not be used to fill a position; it should not be aimed at seven or eight, but the exceptional one or two. Consistently, over and over, when a student moves up for being exceptional, it takes away opportunities from older students - an 8th grader moving up while a

10th grader is benched. She indicated she struggles with the opportunity taken at the sophomore level when a younger player has more years to play. Varsity is about winning; JV offers continued development; modified sports offer skill development. Some parents have said if there's no opportunity to try out, how will you know if a student is good or not in a sport? The process goes against policy and would indicate a need to change the policy.

Mr. Krenning responded that he had looked for our policy and offered clarification that the process is not used to fill the roster. It's okay to tell a student to try something else; it is the best move sometimes.

Mr. Wadhams responded that there are several sports. There have been numerous instances where there is no JV team. You can't lump together track, it's not like football. Three kids can run for points, the rest for time. A 7th grade girl pole vaulted and qualified in track as a pole vaulter when there was only one girl on the team. A parent said their 8th grade son weighed 98 pounds and can't wrestle, because maturity level is not high enough per doctor. There are so many different scenarios. He understands the argument bringing up a 7th or 8th grade kid who takes a 9th or 10th grade spot. We need to get kids involved who aren't connected; if there's an interest in basketball, try out. We don't want one size fits all; in a cross country contest, 7th and 8th grade girls helped make it to states for Newfane.

Mr. Krenning responded he had spoken with other schools. In Newfane, every kid in 7th and 8th grade tries out, similar to his proposal; Clarence schools do it like we do, pick and choose; Canton schools hand-pick. In a conversation with a parent, Mr. Krenning acknowledged that he didn't word things right but it is what is best for the kid, not for the sport. He doesn't care if the team wins or loses but cares for the kids. We need positive direction for the best of ACS.

Mrs. Riley added that she personally doesn't care how but does care that we follow policy as the Board will be held accountable. There needs to be consistency and every kid should be engaged in some sport. We need to put pen to paper, speak to the process, whatever the team wants should follow current policy as it is in print; explain how it works.

Mr. Krenning responded that it comes down to being asked "how come my son/daughter was not invited?"

Mrs. Weller added it's about perception, how the issue was handled in the past, if you had the right last name. She asked for an explanation of the rubric.

Mr. Krenning responded that the rubric will measure how to evaluate; it may not add to rosters. There are not hundreds of kids missed.

Mrs. Brown responded that it comes down to process and policy; once again changing the exceptional, skilled kids. She asked Mr. Krenning, you're saying invite everyone, pull the exceptional kids?

Mrs. Harling responded that they are looking at a group of kids.

Mr. Krenning added sometimes they are taking recommendations from summer leagues.

Mrs. Harling referenced the skills day and said that it is not the norm to have six, seven or eight truly exceptional athletes at the Middle School level.

Mrs. Nesbitt said it's about educating parents, creating the process and cleaning up.

Mr. Wadhams responded, are you asking for a date in February? Do we say okay? This isn't a bad idea, to flush out.

Mr. Bonnewell responded that the Board was asked to hear the presentation and come up with questions on how we are doing this. This gives nine new pairs of ears, changing policy if the Board's decision is to move us there.

Mrs. Harling interrupted the conversation and dismissed the students present at the meeting.

Mrs. Sacco asked if the Board is supposed to come up with questions for February and indicated a need to update the policy.

Mr. Bonnewell responded it would be at the January meeting that the Board would be asked for feedback.

Mr. Wadhams asked where the Board was at regarding the presentation.

Mrs. Harling responded that the Board is digesting the presentation and coming up with questions.

Mrs. Sacco added for a review of the policy.

Mrs. Harling indicated that the Board would review the policy at the January meeting.

5. COMMITTEE REPORTS

A. Social Media Committee

Mrs. Nesbitt indicated there is no Social Media Committee Report at this time.

6. OLD BUSINESS

A. 2019 Fall Field Experience Placements

A list of additional Field Experience Teachers and Observers was provided for Board members' review.

B. Needs Assessment and Strategic Planning

- PLC Associates, Inc.
- Alla Breve Educational Consulting LLC

Mr. Bonnewell shared with the Board that information was forwarded to them in their packet regarding the Needs Assessment and Strategic Planning. He asked the Board for feedback on whether they were comfortable signing on and if there was a preference between the two companies.

Mrs. Harling asked the Board if there were questions on either of the presentations they had heard.

Mrs. Weller indicated that both were very different presentations.

Mrs. Sacco asked Mr. Vallese, if we choose, do we have to go with the lowest price; how does it work?

Mr. Bonnewell responded no, that this is a professional service. PLC Associates, Inc. is BOCES aidable; Alla Breve Educational Consulting LLC would need to affiliate with another school for a COSER. It is not a driving factor; it's about the best product.

Mrs. Nesbitt added it is a great time to do this; the district is about continuous improvement. The strategic plan is a great mechanism between administration and the Board. PLC Associates is a bigger operation with more resources.

Mrs. Weller added that she liked one of the presentations over the other. She liked the larger firm; there was a lot of information shared about the data collection from the district stakeholders and the community.

Mrs. Harling responded that PLC Associates make the process easy; they hold your hand through it all; they are an active participant and want input and don't want District people behind the scenes doing busy work.

Mrs. Brown asked once all of the information is collected and they are done, how will it be presented?

Mrs. Harling responded that they would work on the strategic plan; flyers would be prepared; information gathered from the community and district stakeholders providing feedback on the strengths and weaknesses of the district; internal data from surveys.

Mrs. Brown asked if this will facilitate what we do with it.

Mrs. Weller added that it will keep us on track; the community will indicate needs and wants as well as the school.

Mrs. Harling indicated she is impressed with the background. All of the people on the team come from an educational background; they have school speak and communicate the way educators do.

Mrs. Weller added it's an automatic level of trust.

Mr. Sidari added that he would support PLC Associates and he shared information on how he walked away with a strategic plan at a conference he attended that was prepared by PLC for a Buffalo school compared to a Massachusetts school showing similar ideas for growth.

Mrs. Harling asked the Board if they were comfortable on voting to proceed.

Before a motion was completed, Mrs. Sacco asked a question about the total price and if it would be broken down in payments.

Mr. Bonnewell responded that the total amount would be paid. As with any BOCES aidable expense, aid is received the following year under current law. He reminded the Board state aid proposals have recommended capping BOCES aid for several years, but that has not happened yet.

Mrs. Sacco asked if the \$43,000 would be paid from the general fund.

Mrs. Harling responded that the initial payment would be made up front but a majority of the payment would be delayed to the end of the school year. BOCES aid is available the first week in July and PLC would fill out the application for the district.

Mrs. Brown indicated we would be paying \$40,000 something; what is the cost for the other company? Are we overpaying? Where is the third one in this?

Mrs. Harling responded that she had not heard from the third company.

Mrs. Brown responded it is a lot of money.

Mrs. Nesbitt added that PLC worked with a lot of districts for a three year plan. They have a lot of resources.

Mrs. Sacco indicated that although she wasn't available at the presentations, she believed the district would get more from PLC Associates.

Mr. Wadhams asked if the Board would be signing a contract and could they stop this at any time.

Mrs. Harling responded that yes, there would be a contract signed.

Mrs. Nesbitt added there would be an out clause.

Mrs. Weller responded that there should not be a delay to another meeting.

BOARD APPROVED

C. 2019 Spring Athletic Bid Correction

BOARD APPROVED

7. NEW BUSINESS

A. Personnel

MOVED TO EXECUTIVE SESSION

B. Metal Detectors

Mr. Bonnewell shared with the Board that at the November 19th forum held regarding the Middle School threat, several participants in the audience had spoken of the need for metal detectors in our schools. He had reached out to the following entities for information, referrals and assistance.

- New York State Education Department
- NYSSBA (New York State School Boards Association)
- NYSCOSS (New York State Council of School Superintendents)
- Erie 1 BOCES Policy Services
- Dr. Clark Godshall (Orleans Niagara BOCES Superintendent)
- King & King Architects (Kirk Narburgh)

Information obtained from these entities was shared with the Board electronically and on paper along with posting to the website.

At the forum, it was expressed by an audience participant there was a desire for training on internet safety. Mr. Bonnewell has consulted the New York State Police on holding an additional training (one training was done last year).

Additionally, a campus-wide security assessment is being done by Armoured One, a firm comprised of former law enforcement. They will be on campus on December 4th to work on safety assessments and audits and to share recommendations. Typically, there is a charge for their service but the district will be receiving this through their not-for-profit branch. They will review our current status and our plan for Smart Bond high tech security to identify if the

latest and greatest information is being utilized and other mechanisms available. Mr. Tom Czyz of Armoured One will meet with the Board on December 16th at a Special Meeting; however, because of the security nature of the meeting, this will be done in Executive Session. The district does not put our practices out in the community because this will compromise safety if they are widely known; people can thwart them. Mr. Bonnewell indicated a list of dates had been shared with the Board for this meeting.

Mrs. Harling indicated that the December 16th date worked best for most of the Board to be available.

Mr. Bonnewell responded that the meeting will be held on December 16th and asked for confirmation on scheduling at 7:00 pm or if a different time worked best for the Board.

Mrs. Brown asked if this would be a workshop or a meeting. She said that it needed to be clear to the public.

Mr. Bonnewell indicated this would be a meeting; that the meeting would be called to order and then the Board would go into Executive Session to be presented with the safety assessment by Mr. Tom Czyz of Armoured One.

Mrs. Harling asked Mr. Bonnewell if any decision was reached based on the information provided, would the meeting be Open Session after that.

Mr. Bonnewell responded yes.

BOARD APPROVED

Mr. Bonnewell indicated that Erie 1 BOCES doesn't have a policy on metal detectors; that the School Boards Association picked up one from another source providing required policies, practices and procedures and the State Education Department representative will forward information to us.

C. Teacher Immersion Fellows Program

Mr. Bonnewell shared information with the Board regarding the Teacher Immersion Fellows Program through Monroe BOCES who partners with eight colleges. Students in the colleges who have free time in their schedules work one or more days per week in districts. They are also offered professional development. They are available to districts wishing to participate. There are twenty-four districts taking part in the program.

Mr. Bonnewell further explained that the BOCES bills for the program. There is an amount set for the year. On top of the COSER, a fee is paid for every fellow, at a cost of \$932 for one, \$1,864 for three or more and the cost provides Professional Development provided to them. On Professional Development days, the district would have an obligation to allow them to attend. There is a \$100 per day sub commitment even if not used but they could be used for other related things.

Mrs. Harling asked if the cost would be in addition to the \$932.

Mr. Bonnewell responded yes, the district would select three, one for each building which would be at a cost of \$1,864 up front. The base fee Professional Development COSER cost would be \$3,728; Professional Development hours \$126; 40 days of sub cost \$4,000 for a total of \$28,956 for three fellows one day per week. This would average out to be \$241 per day. He shared with the Board that while there is a BOCES Aid piece, it is still tax dollars. With the Orleans Niagara BOCES cross contract fee, we would receive about 70% back through BOCES aid, bringing the cost closer to \$80 to \$90 per day.

Mrs. Sacco asked what the district currently pays.

Mr. Bonnewell responded that non-certified substitutes are paid \$95 per day and certified are paid \$100 per day. Most of the fellows are potential teachers. It would give the district an opportunity to see possible teachers in a more individualized setting.

Mrs. Harling asked if they could be signed on as substitutes.

Mr. Bonnewell responded yes they could be because the college year ends before ours.

Mrs. Nesbitt added in that it appears to be a pretty good program that would enable us to build a solid list of subs.

Mr. Bonnewell responded that BOCES aid is never guaranteed. The Governor has tried to freeze this for the past seven to eight years. We can add them in and we may be reimbursed if the state runs into huge financial troubles.

Mrs. Sacco reiterated that essentially, we would have three substitutes, one per building.

Mr. Bonnewell responded it would be one sub in each building but they could come over to the Elementary School if they weren't needed in the High School.

Mrs. Sacco asked if doing this meant we wouldn't use the BOCES sub list?

Mr. Bonnewell responded that we would still use the call list. The Teacher Immersion Fellows Program may generally help us with the shortage.

Mrs. Brown asked if some of the fellows are not teachers.

Mrs. Sacco asked if fingerprints and background checks would still be done. It would be good to be covered and not short staffed.

Mr. Bonnewell responded that yes, fingerprints and background checks would be done. It would give us the opportunity to see potential teachers.

Mrs. Brown said it seemed pretty positive.

Mr. Bonnewell indicated that if the Board approves, it would be for the spring semester. If the individual didn't work out, the district could let them go; however, there would not be a replacement.

Mrs. Harling asked about the timeframe; could they start right away.

Mr. Bonnewell said that it would be mid to late January before they could start.

Mrs. Weller shared information she had received at a School Board Conference, kind of the same thing, working with teachers every day of the year. One student could sub for that teacher and do real work as a potential hire. The cost savings was interesting as it was a slightly similar price point.

Mr. Bonnewell commented that program could be vetted through State Ed.

Mrs. Weller said that the cost breakdown was aligned to a certain teacher.

Mr. Bonnewell responded that it could have been referring to student teaching. They would be allowed to sub for the master teacher they had been working with after the student teaching period began.

Mrs. Weller indicated it wasn't presented that way.

BOARD APPROVED

D. 2020 New York State School Boards Association
Membership Dues

BOARD APPROVED

E. Donation

BOARD ACCEPTED

F. 2020 Spring Field Experience Placements

A list of the 2020 Spring Field Experience Placements was submitted for Board Members' information.

G. Volunteers

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

8. ADMINISTRATORS' REPORTS

A. Building Principal Reports

Board Members reviewed the Building Reports submitted by each Principal.

B. Attendance Report

The Attendance Report was submitted for Board Members' information.

C. Athletic Director Report

The Attendance Report was submitted for Board Members' information.

D. Superintendent's Report

- o Tasks from November Board Meeting
Superintendent Bonnewell reviewed that the Board had asked the Superintendent at the November 4th meeting to arrange for recycling, contracting for two tubs at each school building per the recommendation of the disposal company. On the first collection date, the driver for Modern Disposal dumped the bins collected into the cardboard dumpster. Calls were made to Modern who indicated the driver was wrong and that it should not be all put into the same load. The recycling was to be picked up by a second truck. We will watch to see if this is done correctly on the next pick-up.

Mrs. Harling asked if the buildings had been educated on this.

Mr. Bonnewell responded that the recycling is being handled by various groups in the buildings.

Mrs. Brown said that she thought this was just being done in the kitchen and asked if there are plastics in the classroom.

Mrs. Weller asked if e-mails were sent to teachers about this.

Mr. Bonnewell responded that the High School was notified by e-mail. He didn't see anything from the Middle School and the Elementary School students pick up the recycling. As recycling is

collected, we will identify if the tubs are filled, over-filled; if we need fewer or if we need more.

- o ATA Negotiations

Superintendent Bonnewell reviewed with the Board that the Albion Teachers' Association has requested we open negotiations on their contract set to expire on June 30, 2020. The Board needs to decide who the district representatives will be at the table and the district positions. Previously, he and Shawn Liddle were the district representatives. Derek Vallese is now in the Business Office. A copy of the Teachers' Contract will be provided to the Board for their review.

Mrs. Sacco asked what the timeline would be for this.

Mr. Bonnewell responded that the Contracts would be sent out prior to Christmas break so that data can be compiled for the January Board meeting.

- o Other Items

Superintendent Bonnewell reviewed the following other items with the Board.

- Archi-Technology was here November 12th for the Smart Bond Meeting
- Kirk Narburgh was here November 8th to freshen up the safety and security based on the incident in the Middle School. Armoured One was recommended by Kirk Narburgh.
- ACS is in the 2020 group for a Building Condition Survey. The first survey came out 10 or 15 years ago and every district did it the same year. Albany decided on a rotation with about 20% of Districts doing them each year. 2020 would have been our year for the survey.
- Village reply to water bill questions. Mr. Bonnewell recommended discussion in Executive Session on this issue.
- Middle School Threat Meetings
 - November 12 (AM) & 19 (PM) for staff
 - November 12 ATA, BOE, District Leaders
 - November 19 Community
- BOCES Vocational-Technical Tours
 - December 5 Sanborn 8:30 am - 10:00 am
 - December 12 Medina 8:30 am - 10:00 am
- Facility Assessment - Armoured One
 - December 4
- Auction
 - December 5

- Armoured One - Meeting with Board
 - December 16 - Executive Session

Mr. Wadhams added that there is a NOSBA meeting, not this Thursday, but next Thursday being held in Conference Room A. Any Board member interested in attending could possibly tour BOCES in the morning and attend the NOSBA meeting in the evening. There would be about half a dozen people in attendance.

- o Major Events Before Next Board Meeting

Superintendent Bonnewell shared with the Board the following events taking place before the next Board meeting.

 - December 10 Middle School Concert
 - December 12 Elementary School Concert
 - December 13 High School Talent Show
 - December 14 FFA Food Drive
 - December 15 Community Christmas Concert (rescheduled from December 1)
 - December 16 High School Choral Concert and Special Board of Education Meeting
 - December 17 High School Instrumental Concert
 - December 23-January 1 Schools Closed
 - December 24, 25, Jan 1 Offices Closed

9. BOARD DATES

DAY	DATE	EVENT	TIME
Monday	December 16, 2019	Special Board of Education Meeting	7:00 pm
Monday	January 6, 2020	Regular Board of Education Meeting	7:00 pm
Monday	January 27, 2020	Audit Finance Committee Meeting	6:00 pm
Monday	February 3, 2020	Regular Board of Education Meeting	7:00 pm
Monday	February 24, 2020	Audit Finance Committee Meeting	6:00 pm
Monday	March 2, 2020	Regular Board of Education Meeting	7:00 pm
Monday	March 9, 2020	Audit Finance Committee Meeting	6:00 pm
Monday	March 23, 2020	Audit Finance Committee Meeting	6:00 pm

BOARD APPROVED

10. EXECUTIVE SESSION WITH THE SUPERINTENDENT

BOARD APPROVED

11. OPEN SESSION

BOARD APPROVED

7. NEW BUSINESS

A. Personnel

1. Resignations:

- a. June Persia
Position: Elementary School Monitor
Effective: 11/27/19

2. Appointment:

- a. Josefino Paz
Position: English to Speakers of Other
Languages (ESOL) Teacher
Certification: English to Speakers of Other
Languages, Professional
Spanish 7-12, Permanent
Probationary Period: 01/02/20 - 01/01/24
Tenure Area: English to Speakers of Other
Languages
Salary: Step 8

3. 2019-2020 Elementary School Additional Duties:

- a. Jessica Lang
Position: Elementary School Girls' Group
Combination Grades 4 & 5 Supervisor
Dates: 01/07/20 - 03/05/20
(16 Sessions - Tuesdays/Thursdays)
Plus one additional field trip
Time: 3:40 pm - 4:40 pm
Salary: STIPEND provided by Title I Grant
\$25 per hour - 11 Sessions
\$10 planning ½ hour - 2 Sessions
- b. Tammy Neal
Position: Elementary School Girls' Group
Combination Grades 4 & 5 Supervisor
Dates: 01/07/20 - 03/05/20
(16 Sessions - Tuesdays/Thursdays)
Plus one additional field trip
Time: 3:40 pm - 4:40 pm
Salary: STIPEND provided by Title I Grant
\$25 per hour - 11 Sessions
\$10 planning ½ hour - 2 Sessions

- c. Bridgette Varin
Position: Elementary School Boys' Group
Combination Grades 4 & 5 Supervisor
Dates: 01/07/20 - 03/05/20
(16 Sessions - Tuesdays/Thursdays)
Plus one additional field trip
Time: 3:40 pm - 4:40 pm
Salary: STIPEND provided by Title I Grant
\$25 per hour - 11 Sessions
\$10 planning ½ hour - 2 Sessions
- d. Caleb Orbaker
Position: Elementary School Boys' Group
Combination Grades 4 & 5 Supervisor
Dates: 01/07/20 - 03/05/20
(16 Sessions - Tuesdays/Thursdays)
Plus one additional field trip
Time: 3:40 pm - 4:40 pm
Salary: STIPEND provided by Title I Grant
\$25 per hour - 11 Sessions
\$10 planning ½ hour - 2 Sessions

4. Substitutes:

Certified Substitute Teachers

- None

Non-Certified Substitute Teachers

- Ryan McPherson
- Riley Seielstad

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

- Doreen Brumbaugh
- Christina Burgio
- Falisha Fleisher
- Christina Greco
- Eurette Lockwood
- Jill Scharping

BOARD APPROVED

Mrs. Brown requested a breast cancer update in January and mentioned the Minutes have been lengthy. She believes they do not follow the Policy.

Mrs. Harling suggested that we record Minutes.

Mr. Bonnewell shared our Minutes are more detailed than most meetings.

Mr. Wadhams said if there are questions in the Minutes, there should be an answer.

Mrs. Brown asked if the question should be recorded in the Minutes.

Mrs. Harling indicated she sometimes references them.

Mrs. Brown said that the Board would then need to update the Policy.

Mrs. Harling added the Policy regarding Minutes to the January Board Meeting Agenda.

12. ADJOURNMENT

BOARD APPROVED