

AGENDA
BOARD OF EDUCATION MEETING
SANDY CREEK CENTRAL SCHOOL DISTRICT
BOARD ROOM
124 SALISBURY STREET, SANDY CREEK, NY 13145
March 8, 2018
BOARD MEETING 6:00 P.M.

1. Call To Order

2. Pledge of Allegiance

3. Presentation

3.1 Graduation Pathways (Emily Wemmer and Tanya VanOrnum)

4. Public Comment

The Board of Education has set aside up to twenty (20) minutes as an opportunity for the community to address the Board regarding agenda and non-agenda items. If you wish to speak during the public comments we ask that you sign in on the clipboard at the doorway, then at this point in our agenda, please stand, state your name and then address your concerns to the Board, not the audience. {Be reminded that this portion of our agenda is **not** a place to discuss staff or students. If you wish to do so, you must first follow the chain of command guidelines (i.e.: Teacher, Principal, Superintendent, Board of Education). If you have reached the Board of Education level on a staff or student issue, you may address the Board of Education in Executive Session.}

5. Consent Agenda Changes

6. Consent Agenda

6.1 Approval of Minutes

6.1.1 Regular Meeting: January 11, 2018

6.2 Approval of CSE Recommendations

6.3 Approval of Financial Reports

6.3.1 Clerk's and Treasurer's Report

6.3.2 Extracurricular Activity Report

6.4 Approval of Position Authorizations/Abolishments

None.

6.5 Approval of Position Resignations/Terminations

6.5.1 RESOLVED, upon the recommendation of the Superintendent, to accept the **resignation** of **Linda Lurcock** from her position as a **Food Service Helper**, effective January 30, 2018.

6.5.2 RESOLVED, upon the recommendation of the Superintendent, to accept the **resignation** of **Tasha Duffany** from her position as a **Bus Aide**, effective March 2, 2018.

6.6 Approval of Leave of Absence

None.

6.7 Approval of Appointments

6.7.1 RESOLVED, upon the recommendation of the Superintendent, to appoint the following **Coaches and Supervisors for the 2017-2018 Spring Season:**

		<u>Step</u>	<u>Stipend</u>
Girls Varsity Softball	Katie Soluri	11	\$5,570
Girls JV Softball	Lyndsay Rowell	2	\$3,119
Girls Modified Softball	William Fowler	13+5	\$4,733
Boys Varsity Baseball	William Benedict	13+2	\$6,351
Boys JV Baseball	TBD		
Boys Modified Baseball	Tonya Trudell	2	\$2,757
Golf	James Hunt	1	\$3,899
Boys Track	Jeffrey Klopotoski	11	\$5,570
Girls Track	Jason Moyer	1	\$3,899
Spring Weight Room	Christopher Conway	10	\$1,471

6.7.2 RESOLVED, upon the recommendation of the Superintendent, to appoint the following **Volunteer Assistant Coaches** for the **2017-2018 Spring Season:**

Jon Stoker (Softball)
Alex Hager (Softball)

6.7.3 RESOLVED, upon the recommendation of the Superintendent, to appoint **Lisa Brown** to the position of **Maternity Leave Replacement Spanish Teacher** to commence on or about March 21, 2018 and concluding at the end of the 2017-2018 school year. Based on the SCTA Contract regarding Long Term Substitutes, Article 30, Ms. Brown will get paid 1/200th of the BA base salary, which is \$215.79 per day.
(Kristin Vasquez's Maternity Leave Replacement.)

6.7.4 RESOLVED, upon the recommendation of the Superintendent, to appoint **Kevin Allard** to the position of **Special Education Teacher Maternity Leave Replacement** to commence on or about April 10, 2018 and concluding on or about June 1, 2018.
(Hillary Schaller's Maternity Leave Replacement. Mr. Allard is currently on the uncertified substitute list.)

6.7.5 RESOLVED, upon the recommendation of the Superintendent, to appoint **Matthew Tibbles** to the position of **Cleaner**, to commence March 9, 2018 for a probationary period of 52 weeks, to conclude March 8, 2019. Mr. Tibbles will be paid \$10.40 per hour for an approximate pro-rated salary of \$21,715.20.
(Position due to the vacancy left by Bev Harten when she was appointment as a Custodial Worker.)

6.7.6 RESOLVED, upon the recommendation of the Superintendent, to appoint **Kristin Helinger** to the position of **Speech/Language Pathologist Maternity Leave Replacement** to commence on or about April 11, 2018 and concluding on or about June 4, 2018. Ms. Helinger will get paid at the certified substitute teacher rate per day.
(Erika Mischenko's Maternity Leave Replacement. Ms. Helinger is currently on the certified sub list.)

7. Reports

7.1 Board Committee Reports/Comments

- a. Curriculum and Assessment (CDEP) (*January 24, 2018 and February 28, 2018*)
- b. Extra Curricular (*No recent meetings*)
- c. Facilities and Operations (*No recent meetings*)
- d. Finance (*No recent meetings*)
- e. Transportation (*No recent meetings*)
- f. Oswego County BOCES Board of Education (CiTi)

7.2 Principal's Reports/Comments

7.3 Superintendent's Report/Comments

8. Discussion Items Please notify the Superintendent of any items prior to the Board Meeting

8.1 Time Out Room Policy (Tim Filiatrault)

8.2 2018-2019 District Calendar

8.3 Other

9. Communications Please notify the Superintendent of any items prior to the Board Meeting

None.

10. Action Items

10.1 RESOLVED, upon the recommendation of the Superintendent, to approve additions to the **2017-2018 Master List of Substitutes for Instructional Staff and Support Staff**, pending fingerprint approval.

10.2 RESOLVED, upon the recommendation of the Superintendent, to approve the following resolution regarding the **Affordable Care Act Measurement Periods & Plan Offering**:

WHEREAS, the Patient Protection and Affordable Care Act (ACA) was signed into law on March 23, 2010; and

WHEREAS, the Sandy Creek Central School District is considered an Applicable Large Employer (ALE) as defined by the ACA subject to compliance with the added Section 4980H Shared Responsibility for Employers Regarding Health Care Coverage to Title 26 of the United States Code, the Internal Revenue Code (Section 4980H), and to offer coverage under the aforementioned health insurance plan to eligible full-time employees as defined by the ACA; and

WHEREAS, the Department of Treasury issued proposed regulations which allows an ALE to adopt the Look Back Measurement Method Safe Harbor to determine the status of an employee as full-time in accordance with the requirements of the ACA and Section 4980H; and

WHEREAS, the Sandy Creek Central School District intends to enact processes necessary to make a good faith effort to comply with the requirements of the ACA Shared Responsibility for Employers; now therefore be it

RESOLVED, the Standard Measurement, Standard Administrative, and Standard Stability Periods for current ongoing variable hour and/or seasonal employees as required by the ACA Shared Responsibility for Employers (Section 4980H) are as follows:

Standard Measurement Period: January 1st to December 31st

Standard Administrative Period: January 1st to February 28th

Standard Stability Period: March 1st to February 28th

RESOLVED, the Sandy Creek Central School District establish the Initial Measurement, Administrative, and Stability Periods for newly hired variable hour and/or seasonal employees as required by the ACA Shared Responsibility for Employers as follows:

Initial Measurement Period: Initial 12 months of employment commencing on first of the month following the date of hire.

Initial Administrative Period: A period of 60 days beginning immediately after the Initial Measurement Period

Initial Stability Period: A period of 12 months beginning immediately after the Initial Administrative period

RESOLVED, the Sandy Creek Central School District adopts the following affordability safe harbors for a health insurance plan meeting the Bronze level minimum value requirements:

Form W-2 Wages Safe Harbor, per diem substitute employees not otherwise covered by a bargaining unit agreement

Rate of Pay Safe Harbor, hourly substitute employees not otherwise covered by a bargaining unit agreement

RESOLVED, that if any variable hour employee meets the requirements of averaging 30 hours per week during the immediately preceding look back period, Sandy Creek Central School District will offer said employee coverage under the Bronze plan offered by the Central New York Health Insurance Fund only for the period of March 1 through February 28 of the following year in which they are qualified. The cost of the plan will be shared by the variable hour employee at \$53* per pay period ($\$11,670 \times 9.69\%$ /21 pay periods subject to federal mandate change).with the difference of plan cost to be paid by Sandy Creek Central School if they choose to accept coverage.

RESOLVED, that Sandy Creek Central School District's Superintendent is directed to develop the procedures and/or policies and to take such action as necessary to comply with the ACA Shared Responsibility for Employers as summarized above in accordance with Federal Laws and Regulations, State Laws and Regulations, and the applicable provisions pertinent to collective bargaining agreements.

10.3 RESOLVED, upon the recommendation of the Superintendent, to approve the **Affordable Care Act Bronze Plan Offering**:

RESOLVED, the Sandy Creek Central School District adopts the following affordability safe harbors for a health insurance plan meeting the Bronze level minimum value requirements:

- Rate of Pay Safe Harbor, hourly substitute employees not otherwise covered by a bargaining unit agreement

RESOLVED, that if any variable hour employee meets the requirements of averaging 30 hours per week during the immediately preceding look back period, Sandy Creek Central School District will offer said employee coverage under the Bronze plan offered by the Cooperative Health Insurance Fund of Central New York only for the period of March 1 through February 28 of the following year in which they are qualified. The cost of the plan will be shared by the variable hour employee at \$53* per pay period ($\$11,670 \times 9.69\%$ /21 pay periods subject to federal mandate change).with

the difference of plan cost to be paid by Sandy Creek Central School if they choose to accept coverage.

- 10.4 RESOLVED, upon the recommendation of the Superintendent, to approve the **Third Amended and Restated Cooperative Health Agreement**:

WHEREAS, the Sandy Creek Central School District 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 Sandy Creek Central School District 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.

- 10.5 RESOLVED, upon the recommendation of the Superintendent, to retroactively approve the following **Clerks and Inspectors for personal registration and vote at a rate of \$14/hr** subject to scheduling: Linda Crast, Fran Parker, Judy Stuckey, Sherry Glazier.
- 10.6 RESOLVED, upon the recommendation of the Superintendent, to adopt the **2018-2019 District Calendar**.
- 10.7 RESOLVED, upon the recommendation of the Superintendent, to approve the **2018-2019 Combined Soccer, Hockey, Swimming and Wrestling Agreements** (awaiting paperwork from Pulaski and South Jefferson).
- 10.8 RESOLVED, upon the recommendation of the Superintendent, to **permanently appoint Stephanie Galloway** to her position as a **Special Education Aide 12:1:1**, effective March 27, 2018.
- 10.9 RESOLVED, upon the recommendation of the Superintendent, to **permanently appoint Aaron Liszewski** to his position as a **Special Education Aide 12:1:1**, effective March 13, 2018.
- 10.10 RESOLVED, upon the recommendation of the Superintendent, to **permanently appoint Laura Besio** to her position as a **Cleaner**, effective March 12, 2018.

10.11 RESOLVED, upon the recommendation of the Superintendent and to satisfy NYS Retirement System requirements, the Standard Work Day (SWD) for the listed positions will be as follows:

• Cafeteria Cook Manager	7.0 hours per day
• Accountant	7.5 hours per day
• Transportation Supervisor	8.0 hours per day
• LAN Technician	7.5 hours per day
• Senior Account Clerk	7.5 hours per day
• Facilities Director 1	8.0 hours per day
• Automotive Mechanic	8.0 hours per day
• Bus Driver	8.0 hours per day
• Administrative Secretary	8.0 hours per day
• Teacher Aide	6.5 hours per day
• School Lunch Cashier	6.5 hours per day
• Cleaner	8.0 hours per day
• Cook	7.0 hours per day
• Custodian	8.0 hours per day
• Food Service Helper	6.5 hours per day
• Computer Aide	6.5 hours per day
• Typist	7.5 hours per day
• Nurse	7.0 hours per day
• Seasonal Student Worker	8.0 hours per day

10.12 RESOLVED, upon the recommendation of the Superintendent, to approve the attached **2017-2018 Health and Welfare Services Contract** between the Watertown City School District for Health Services provided to Sandy Creek Residents attending each non-public school within the City of Watertown at a cost of \$1,352.

11. Executive Session (if needed)

12. Future Board of Education Meetings

12.1 Regular Meeting: Thursday, April 12, 2018

12.2 Special Meeting: Thursday, April 19, 2018 (BOCES Vote)

13. Adjournment