

DATE: April 6, 2011

KIND OF MEETING: Regular Meeting

LOCATION: High School Library

MEMBERS PRESENT: Robert Devins      David Dufrane      Valerie Dunning  
Dennis Egan      George Martin      Melissa Mills  
Stephen Perry      Tracy Warren

MEMBER ABSENT: Valerie Pelkey

OTHERS PRESENT: Steven Grenville, Interim Superintendent of Schools  
Donald Merrick, Interim Secondary Principal  
Nenette Greeno, Middle Level Principal  
Catherine Devins, Elementary Principal/CSE Chair  
Angela DeBeer, Treasurer  
Christina Dufrane, Secretary to the Superintendent  
Mary Bilow      Dale Bilow      Emily Clark  
Craig Collette      Brenda Collette      Kevin LeBlanc  
Dillan Fournier      Joe Villnave, Jr.      Evan Tavernia  
Branden Fleury      Gerald Greeno      Chris Sabin  
Roland Moquin      Gian Fountain      Brandon Eggleston  
Jeremy Bonville      Emily Anne Lemieux

CALL TO ORDER: The Regular Meeting of the Brushton-Moira Central School District's Board of Education was called to order at 7:02 p.m. by President, David Dufrane.

PLEDGE OF ALLEGIANCE: Members of the Board of Education and those in the audience rose and said the Pledge of Allegiance.

EXECUTIVE SESSION: Motion made by Tracy Warren, and seconded by Dennis Egan, that the Board of Education shall enter into Executive Session to discuss Student Issues, Personnel Issues, and Negotiations, at 7:03 p.m. Motion voted and carried.

8-Yes      0-No

RETURN TO REGULAR SESSION: Motion made by Stephen Perry, and seconded by George Martin, that the Board of Education shall return to Regular Session, at 7:31 p.m. Motion voted and carried.

8-Yes      0-No

INPUT FROM VISITORS: Athletic Director, Adam Britton spoke to the Board for all of the coaches. A handout was provided to the Board and Mr. Britton covered some highlights regarding the percentages of the benefits from athletics; the athlete versus non-athlete success rates. The Board appreciated the information that Mr. Britton provided and informed him that the Board agrees with what he is saying but the word needs to get out to the public. The community needs to see the statistics to realize the impact that extracurricular items have on students.

Board Member Bob Devins thanked the coaches and athletes for attending the meeting and sharing the information.

Board Member George Martin asked about the possibility of having the Modified, JV, and Varsity basketball teams travel and play together rather than breaking them up and if it would be cost effective.

Roland Moquin addressed the Board about the importance of Bidyball for students; at this level it helps teach the younger children life skills and some responsibility.

Mr. Martin indicated that this information needs to get out to the public to understand what impact sports have on students overall; the public will question cutting staff and not sports.

Sports Booster Club President, Christine Sabin also indicated how important it was to have extracurricular activities for our students; this gives them incentive and helps them become a better student.

**ACKNOWLEDGEMENTS:** Mr. Grenville shared with the Board a card that was received from the Moira Fire and Rescue Squad for the donations that were made in memory of Mary Burnett and Pam Snyder.

Mr. Grenville commended Mr. St. Mary and Mr. LaRock along with the students for the FFA activities on Saturday; this event was a huge success. The next activity scheduled is a 3D Archery Fun Shoot; students ages 12-17 will need to be accompanied by an adult. Mr. St. Mary has applied for a grant from ALCOA for \$3,000 for the archery shoot.

Mrs. Devins informed the Board that the 2<sup>nd</sup> grade students recently had their picture in the newspaper for a performance they had; the performance was a surprise. The students danced and there was a band, consisting of Brandon McCaffrey, Mike Malette, Rebekah Pierce, and Devan Durkee. Also, PE Teachers, Amie Chase and Adam Britton organized a dance party for elementary students; the students had a great time.

Ms. Greeno commended Mike Botto, Gina McCarthy, and Emily McKernan for organizing the middle level science fair. Students in grades 5-8 have been working on their projects for several weeks; the event was very well attended.

Mr. Merrick informed the Board of the upcoming Academic Awards Banquet and thanked Mrs. Rita Greeno and the Guidance Counselors for all of their hard work they've done toward it so far.

Board Member Tracy Edwards-Warren applauded Angela DeBeer and Nnette Greeno for the extra work with Dollars for Scholars; their work is greatly appreciated.

Board Member Valerie Dunning conveyed to the Board that the recent AAU Basketball Tournament recently held at school was a well attended event. The event was well organized and it's nice to see such big and successful events taking place in the district.

APPROVE FINANCIAL REPORTS:

Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by George Martin, and seconded by Dennis Egan, that the Board of Education shall file for audit the following:

1. Treasurer’s Reports for February 2011
2. Budget Expenditure Reports for February 2011
3. Extracurricular Activities Account Report for February 2011
4. Cafeteria Profit and Loss Statement for February 2011

Motion voted and carried.

8-Yes      0-No

APPROVE BUDGET TRANSFERS:

Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by Stephen Perry, and seconded by Dennis Egan, that the Board of Education shall approve the following:

<u>TO</u>	<u>FROM</u>	<u>AMOUNT</u>
A 1240.150.00.00 Chief School Admin. Salary	A 9060.800 Health Insurance	\$28,063
A 2820.150.00.00 Salaries-Psychologist	A 2110.130.00.10 Salaries-AIS	\$6,500

Motion voted and carried.

8-Yes      0-No

CONSENT AGENDA:

Motion made by Dennis Egan, and seconded by George Martin, that the Board of Education shall approve the following:

1. Minutes of March 1, 7, 14, 24, and 28, 2011
2. Recommendations of the Committee on Special Education for March 23, and 30, 2011
3. Recommendations of the Section 504 Committee for March 30, 2011

Motion voted and carried.

8-Yes      0-No

ACCEPT RESIGNATION:

Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by Melissa Mills, and seconded by Valerie Dunning, that the Board of Education shall accept the resignation of Jamie Niles as 2.50-hour Bus/School Monitor, retroactively effective to April 1, 2011. Motion voted and carried.

8-Yes      0-No

APPROVE PERMANENT APPOINTMENT:

Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by Valerie Dunning, and seconded by Dennis Egan, that the Board of Education shall approve a permanent appointment to Mary

Ann Yando as Guidance/Middle Level Secretary, effective April 26, 2011. Motion voted and carried.

8-Yes 0-No

APPROVE REQUEST FOR BOCES SERVICES FOR 2010-2011:

Tabled.

DOLLARS FOR SCHOLARS: Ms. Greeno informed the Board of a recent meeting for Scholars for Dollars; the meeting is to establish a community scholarship program for students to benefit from.

TAKE ACTION ON TENURE APPOINTMENTS: 2011-2012 BUDGET UPDATE: Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by Stephen Perry, and seconded by Robert Devins, that the Board of Education shall appoint the following Teachers to tenure:

<u>Name</u>	<u>Tenure Area</u>	<u>Eff. Date</u>
Michael Botto	Biology 7-12	9/1/11
Lisa Bradley	7-12 Health	9/15/11

Motion voted and carried.

8-Yes 0-No

APPROVE SUBSTITUTE: Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by Valerie Dunning, and seconded by Melissa Mills, that the Board of Education shall approve Darlene Supernault as a Substitute Food Service Helper, Teacher's Aide, and Clerk for the 2010-2011 school year. Motion voted and carried.

8-Yes 0-No

APPROVE NEW SCHOLARSHIP AWARD: Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by George Martin, and seconded by Valerie Dunning, that the Board of Education shall approve the Dylan Joshua Bilow Memorial Award to be presented at Graduation. Motion voted and carried.

8-Yes 0-No

APPROVE PAYMENT: Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by Melissa Mills, and seconded by Dennis Egan, that the Board of Education shall approve the payment of \$550 to the National Charter of Dollars for Scholars to establish the new local chapter of the Brushton-Moira Dollars for Scholars to be paid from the General Fund. Motion voted and carried.

8-Yes 0-No

APPROVE TO DISSOLVE STUDENT ACTIVITY EXTRA CLASSROOM FUND: Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by George Martin, and seconded by Valerie Dunning, that the Board of Education shall approve to dissolve the student activity extra classroom fund of Dollars for Scholars and instead of

transferring funds to Student Council as stated in by-laws to make an exception and transfer remaining balance to the newly formed local Chapter of Brushton-Moira Dollars for Scholars that was organized on April 5, 2011 with the purpose of maintaining a scholarship program for the students of the Brushton-Moira Central School District.

8-Yes      0-No

EXCEL PROJECT UPDATE: Mrs. DeBeer informed the Board that the bid opening was held earlier that day and provided a handout. Mrs. DeBeer highlighted the low bids and hoped that the Board would be able to approve bid awards at their next meeting.

BUDGET UPDATE: Mr. Grenville presented a Power Point of the 2011-2012 Budget with three options that were being proposed (attached). Mr. Grenville went over the options with members of the Board and it was decided that a Special Meeting would be set for Tuesday, April 12<sup>th</sup> to further discuss possible changes to the options.

SPECIAL MEETING: Member of the Board discussed holding a special meeting to work on the budget; it was a consensus to have a special meeting April 12<sup>th</sup>, at 7:00 p.m., in the District Conference Room.

EXECUTIVE SESSION: Motion made by Dennis Egan, and seconded by George Martin, that the Board of Education shall approve entering into Executive Session to discuss Personnel Issues, at 9:28 p.m. Motion voted and carried.

8-Yes      0-No

APPROVE RETURNING TO REGULAR SESSION: Motion made by Dennis Egan, and seconded by George Martin, that the Board of Education shall return to Regular Session, at 9:44 p.m. Motion voted and carried.

8-Yes      0-No

ADJOURNMENT: Motion made by Stephen Perry, and seconded by Dennis Egan, to adjourn the Regular Meeting of the Board of Education. Motion voted and carried.

8-Yes      0-No

The Regular Meeting of the Board of Education was adjourned at 9:44 p.m.

Minutes approved by:

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Clerk of the Board

## Excel Project Phase II preliminary bid results

Bids open 4/5/11

### General Contractor

	<u>Base Bid</u>	<u>Alt 1</u>	<u>Alt 2</u>	<u>Alt 3</u>	
Bette Cring	3,045,000	51,000	66,000	63,000	3,225,000
Harvey Excavation	3,231,421	66,692	62,334	49,961	3,410,408
Luck Bros	3,079,000	59,150	46,260	50,700	3,235,110
Meridian	3,690,000	79,000	55,900	52,000	3,876,900
<b>Murname</b>	<b>3,054,000</b>	<b>51,000</b>	<b>61,000</b>	<b>55,000</b>	<b>3,221,000 **low bid</b>

Alt 1-HS gym operable partition

Alt 2-Add'l Lockers Middle level

Alt 3- Locker replacement High school

### Plumbing

	<u>Base Bid</u>	
Ackerman	143,992	
Brockway Mechanical	119,295	
<b>K&amp;L Plumbing</b>	<b>112,000</b>	<b>**low bid</b>
LH LaPlante	143,800	
Norwood Plumbing	127,900	
Skelly Contractors	120,896	

### Mechanical

	<u>Base Bid</u>	<u>Alt 1</u>	<u>Total</u>	
Brockway Mechanical	897,475	53,230	950,705	
Burns Brothers	875,000	37,500	912,500	
<b>Hyde Stone</b>	<b>839,000</b>	<b>45,500</b>	<b>884,500</b>	<b>**low bid</b>
K&L Plumbing & Heating	920,000	55,700	975,700	
LH Laplante	1,100,000	69,000	1,169,000	
Northern Mechanical	878,000	55,800	933,800	
Skelly Contractors	890,500	46,270	936,770	

Alt 1-Air Handling replacement Elementary

### Electric

	<u>Base Bid</u>	<u>Alt 1</u>	<u>Alt 2</u>	<u>Total</u>	
<b>Collins Hammond</b>	<b>260,895</b>	<b>1,745</b>	<b>5,645</b>	<b>268,285</b>	<b>**low bid</b>
Dow Electric	323,000	1,250	780	325,030	
S&L Electric	339,500	1,875	1,200	342,575	
Watson Electric	278,858	1,782	1,029	281,669	

Alt 1-HS gym operable partition

Alt 2-Air Handling replacement Elementary

### Site Work

	<u>Base Bid</u>	
Act II Construction	607,449	
Danko	649,423	
Fiaco & Riley	758,000	
Fuller Excavating	870,450	
<b>JE Sheehan</b>	<b>484,000</b>	<b>**low bid</b>
Luck Brothers	716,235	
Northern Snow & Dirt	777,777	
TJ Fiacco Construction	795,000	
Tracey Trombley	849,500	

### Roofing

	<u>Base Bid</u>	<u>Alt 1</u>	<u>Total</u>	
<b>Governor Roofing</b>	<b>494,996</b>	<b>32,000</b>	<b>526,996</b>	<b>**low bid</b>
PTL	553,500	46,000	599,500	
RSI Roofing	498,400	29,500	527,900	
S&L Roofing	637,577	46,287	683,864	
Titan Roofing	673,000	33,000	706,000	
WJ Farley Roofing	648,000	31,400	679,400	
Monohan Bros	637,777	37,000	674,777	

Alt I- 30 year roof warranty

Total Phase II budget not including incidentals (per architect)

6,350,695

If all low bids awarded

Murname	3,221,000
K&L Plumbing	112,000
Hyde Stone	884,500
Collins Hammond	268,285
JE Sheehan	484,000
Governor Roofing	526,996

5,496,781

estimated amount (853,914)  
budget base of awards

## **Unfunded New York State and Federal Mandates and Mandatory Reporting Requirements:**

Every year, the New York State Legislature, Governor, and Board of Regents and/or the Federal Government adopt new mandates that school districts are required to follow. In virtually all cases, additional funding is needed to fulfill these mandates. In most cases, the majority of funding is sustained at the local level. Therefore the mandate is “unfunded” by those who are requiring the action. Although most are supported by the majority of the educational community the reality is that each mandate requires a variety of resources: administrative, clerical, and financial. There may be the perception that unfunded mandates only include the following:

Megan’s Law  
Fingerprinting of Potential Employees  
Automatic External Defibrillators (AED’s)  
Learning Standards  
Character Education

The following is a brief list of school district unfunded mandates that have been implemented within the past several years:

District Intern Plan  
Comprehensive District Education Plan  
School Code of Conduct  
Corporal Punishment  
Local Assistance Plan  
Public School Performance Report  
Professional Performance Review Plan  
Professional Performance Annual Report  
Corrective Action Plan  
Annual Program Report: Educationally Related Support Services  
Professional Development Plan  
Professional Development Plan Report  
Local Special Education Comprehensive System of Personnel Development  
School District Report Card  
BOCES Report Card  
Academic Intervention Services Procedure  
Uniform Violent Incident Reporting System  
Child Abuse Reporting in an Educational Setting  
School Based Shared Decision Making Plan  
Instructional Computer Technology Plans  
School District Property Tax Report Card  
Individual Home Instruction Plan  
Pupil Attendance and Record Keeping  
Comprehensive Plan for Safety Education

## **Unfunded New York State and Federal Mandates and Mandatory Reporting Requirements:**

Incarcerated Students Plan  
Physical Education School District Plan  
Occupational Education Plan  
Education of Gifted and Talented Students Plan  
Early Grade Size District Plan  
Attendance Plan  
Attendance Report  
Set-Aside for Early Grade Intervention  
Compensatory Education  
Universal Pre-kindergarten Program Plan  
Policy of Educating Pupil with Limited English Proficiency  
Comprehensive Long Range Plan for Educational Facilities  
5-Year Capital Facilities Plan  
Comprehensive Public School Safety Program  
District Wide School Safety Plan  
Building Level School Safety Plan  
School Facility Report Card  
Pesticide Notification Requirements  
School Emergency Management Plan  
Registry of all Students with Disabilities  
School Policy on Procedures and Practices for Disabled Students  
District Plans  
Special Education Space Requirements Plan  
Personnel Development Plan for Special Education  
Individualized Educational Plans  
Functional Behavior Assessment  
Behavioral Intervention Plan  
AIMS  
LEAP Reporting  
STEP Reporting  
Mandated Testing and scoring  
Annual Professional Performance Review

LEA for IDEA - Multiple Components  
No Child Left Behind – Multiple Components

### **Additional Requirements:**

Statewide Data Collection – Data Warehousing  
District Data Manager  
Grades 3 – 8 Testing, Scoring, Analyzing and Mailings  
Revised Math Curriculum  
Inclusion Training and Staffing  
Early Intervention – RTI

## **Unfunded New York State and Federal Mandates and Mandatory Reporting Requirements:**

English Language Learners  
Instructional Support Teams  
AIDS Education  
Middle Level Education  
Requirement for Teaching Assistants  
Staff Development for Teacher Assistants  
SED Core Curriculum and Assessments Revised  
Internal Auditor  
Claims Auditor  
Audit Committee  
Audit Policy  
Wellness Committee  
Wellness Policy  
Uniform Voting Dates – 1<sup>st</sup> and 2<sup>nd</sup> Budget Votes  
SEQRA Review by School Districts  
Building Condition Survey  
SAVE Legislation Updated

### **Additional Requirements:**

WICKS Law – Multiple Contractors for Building Projects  
Mentor-Teacher Internship Program  
Pandemic Plan  
Purchase of Student Calculators  
Segregation of Duties – Purchasing Agents, Treasurer, District Clerk  
Financial Statement's Accountant  
Engineering Review of all Maintenance Projects Costing over \$5,000  
Pension Costs – Increase Costs for ERS and TRS  
Response to Intervention – Special Education Students  
Twenty Additional State Performance Plan Indicators – Special Education Students

**Furthermore** – The State Education Department (SED) is no longer mailing documents to School Districts. Each School District must download needed information from the SED website regarding reporting requirements, deadlines, testing data, assessment updates, curriculum guides, etc. Each document must be printed, copied and disbursed to the appropriate staff members.

### **Additional Requirements:**

Charter Schools Funding  
Chapter 165 of the Laws of 2006  
    Reinspection of School Buildings – Fire Inspections  
Chapter 57 of Laws of 2007  
    School Leadership Report Card and Student Progress Report  
    Loan Instructional Computer Hardware to Non-Public Schools

## **Unfunded New York State and Federal Mandates and Mandatory Reporting Requirements:**

Chapter 58 of the Laws of 2007

Required Student Body Mass Indexes

Chapter 111 of the Laws of 2007

Breast and Prostate Cancer Screening – Employees’ 4 hours time off from work

Chapter 281 of the Laws of 2007

AED Posting for Public Access to Machines

Chapter 578 of the Laws of 2007

Blood Donation – Employees’ 3 hours time off from work

Chapter 583 of the Laws of 2007

Impartial Hearing - Burden of Proof Shift from Parent to School District

Student Dental Health Certificates

Seatbelts on School Operated Van Vehicles

Bus Driver Training for Special Education Students

Parentally Placed Students Attending Non-Public Schools

**Current Tax Levy Increase: 19.62% (Includes EBALR Overage & GAE Reinstatement)**

<u>Recommended Cuts:</u>	<u>Savings in \$</u>	<u>Tax Levy Reduction</u>
Summer School Except for seniors	Reinstate	
Policy Manual Service	2,000	.08%
Instrument Repair Service	3,790	.15%
Elementary Science Program	3,385	.13%
College Enrich: Horizons, Project Challenge	4,252	.17%
Reduce software, hardware library & textbook aid to state aid levels only	36,736	1.5%
BOCES recruitment services	1,761	.07%
Charge \$150/ year for personal appliances (50 appl. est.)	7,500	.30%
Sports Merger costs to district (parents pay)	7,500	.30%
Additional reduction (20%) in supplies (teaching, office)	12,495	.50%
Summer Driver Education	4,250	.17%
Summer Nurse days from 10 to 5 Each	2,855	.11%
Summer psychologist days from 10 to 5	1,437	.06%
Extracurricular activities except junior & senior advisors and mentors	28,211	1.12%



Position Cuts: (ARRA Elementary Sp. Ed. Pos. removal included in 19.62% at top)

.50 FTE Music Teacher (BOCES)	Reinstate	
.50 FTE Home & Careers	45,939	1.83%
1 FTE Technology	71,408	2.84%
1 FTE Administrator	<u>107,892</u>	<u>4.3%</u>
	Total: 225,239	Total: 8.97%

**Above Tax Levy Increase: 13.89%**  
**Above Cuts: - 8.97%**  
**Adjusted Tax Levy Increase: 4.92%**

Additional Ideas:

Close Building from Friday PM – Monday AM.	???	???
Incentives	???	???
Charge for Building Use	???	???
Wage Freeze (Pending Negotiations)		

**Current Tax Levy Increase: 19.62% (Includes EBALR Overage & GEA Restoration)**

<u>Recommended Cuts:</u>	<u>Savings in \$</u>	<u>Tax Levy Reduction</u>
Summer School Except for seniors	33,745	1.34%
Policy Manual Service	2,000	.08%
Instrument Repair Service	3,790	.15%
Elementary Science Program	3,385	.13%
College Enrich: Horizons, Project Challenge	Reinstate	
Reduce software, hardware library & textbook aid to state aid levels only	36,736	1.5%
BOCES recruitment services	1,761	.07%
Charge \$150/ year for personal appliances (50 appl. est.)	7,500	.30%
Sports Merger costs to district (parents pay)	7,500	.30%
Additional reduction (20%) in supplies (teaching, office)	12,495	.50%
Summer Driver Education	4,250	.17%
Summer Nurse days from 10 to 5 Each	2,855	.11%
Summer psychologist days from 10 to 5	1,437	.06%
Extracurricular activities except junior & senior advisors and mentors	Reinstate	

Field Trips	Reinstate	
Biddy Ball	Reinstate	
Modified Sports	Reinstate	
Change Long Term Substitute Rate to \$100/Day	10,000 (est.)	.40%
Send Report Cards/Progress Reports Home with Students	2,127	.08%
Eliminate Internal Audit	4,000	.16%
Sports Savings	10,800	.43%
	Total: 144,381	Total: 5.78%

**Current Tax Levy Increase: 19.62%**  
**Above Cuts: - 5.78%**  
**Adjusted Tax Levy Increase: 13.84%**

Other Possible Reductions:

Additional Use of Fund Balance	108,500	4.32%
	Total: 108,500	Total: 4.32%

**Above Tax Levy Increase: 13.84%**  
**Above Cuts: - 4.32%**  
**Adjusted Tax Levy Increase: 9.52%**

Position Cuts: (ARRA Elementary Sp. Ed. Pos. removal included in 19.62% at top)

.50 FTE Music Teacher (BOCES)	Reinstate	
.50 FTE Home & Careers	45,939	1.83%
1 FTE Technology	<u>71,408</u>	<u>2.84%</u>
	Total: 117,347	Total: 4.67%

**Above Tax Levy Increase: 9.52%**  
**Above Cuts: - 4.67%**  
**Adjusted Tax Levy Increase: 4.85%**

Additional Ideas:

Close Building from Friday PM – Monday AM.	???	???
Incentives	???	???
Charge for Building Use	???	???
Wage Freeze (Pending Negotiations)		

**Current Tax Levy Increase: 19.62% (Includes EBALR Overage & GEA Restoration)**

<u>Recommended Cuts:</u>	<u>Savings in \$</u>	<u>Tax Levy Reduction</u>
Summer School Except for seniors	Reinstate	
Policy Manual Service	2,000	.08%
Instrument Repair Service	3,790	.15%
Elementary Science Program	3,385	.13%
College Enrich: Horizons, Project Challenge	Reinstate	
Reduce software, hardware library & textbook aid to state aid levels only	36,736	1.5%
BOCES recruitment services	1,761	.07%
Charge \$150/ year for personal appliances (50 appl. est.)	7,500	.30%
Sports Merger costs to district (parents pay)	7,500	.30%
Additional reduction (20%) in supplies (teaching, office)	12,495	.50%
Summer Driver Education	Reinstate	
Summer Nurse days from 10 to 5 Each	Reinstate	
Summer psychologist days from 10 to 5	1,437	.06%
Extracurricular activities except junior & senior advisors and mentors	Reinstate	

Field Trips	Reinstate		
Biddy Ball	Reinstate		
Modified Sports	Reinstate		
JV Sports (Basketball)	10,200		.41%
Change Long Term Substitute Rate to \$100/Day	10,000 (est.)		.40%
Send Report Cards/Progress Reports Home with Students	2,127		.08%
Eliminate Internal Audit	4,000		.16%
Sports Savings	9,300		.37%
	Total: 112,261		Total: 4.51%

**Current Tax Levy Increase: 19.62%**  
**Above Cuts: - 4.51%**  
**Adjusted Tax Levy Increase: 15.11%**

Other Possible Reductions:

Additional Use of Fund Balance	258,472.84		10.29%
	Total: 258,472.84		Total: 10.29%

**Above Tax Levy Increase: 15.11%**  
**Above Cuts: -10.29%**  
**Adjusted Tax Levy Increase: 4.82%**

Position Cuts: (ARRA Elementary Sp. Ed. Pos. removal included in 19.62% at top)

.50 FTE Music Teacher (BOCES)	Reinstate	
.50 FTE Home & Careers	Reinstate	
1 FTE Technology	<u>Reinstate</u>	
	Total: 0	Total: 0%

**Above Tax Levy Increase: 4.82%**  
**Above Cuts: - 0%**  
**Adjusted Tax Levy Increase: 4.82%**

Additional Ideas:

Close Building from Friday PM – Monday AM.	???	???
Incentives	???	???
Charge for Building Use	???	???
Wage Freeze (Pending Negotiations)		