

DATE: May 9, 2011

KIND OF MEETING: Regular Meeting

LOCATION: Auditorium

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

OTHERS PRESENT: Steven Grenville, Interim Superintendent of Schools
Nenette Greeno, Middle Level Principal
Catherine Devins, Elementary Principal/CSE Chair
Angela DeBeer, Treasurer
Christina Dufrane, Secretary to the Superintendent
Connie Jenkins, Malone Telegram
Tammy Provost Jessica Jacques Andrew Martin
William Webber Ryan Bushey

CALL TO ORDER: The Regular Meeting of the Brushton-Moira Central School District's Board of Education was called to order at 8:22 p.m. by President, David Dufrane.

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

ACKNOWLEDGEMENTS: Interim Superintendent Steve Grenville thanked members of the Board for their hard work developing the budget.

Mrs. Devins thanked the PBIS team for their work planning a Game Day for elementary; no technology was allowed on that day. A special thank you to Kelly Tavernia, Supervisor of Attendance for her hard work arranging for subs due to State testing, trainings, and correcting; she does an amazing job.

Ms. Greeno also thanked Mrs. Tavernia for all of her hard work arranging for substitutes.

Mrs. Greeno informed the Board that we had 16 teachers volunteer to 16 hours of training for Smart board trainers. The volunteers are: Julia Aubrey, Kathy Bellows, Lisa Bradley, Ming Chen, Mona Dow, Melanie Daniels, Ashley Fregoe, Denise Goodrow, Jeannette LaClair, Donna Leahy, Keri Lucey, Lori Malette, Meeghan Marlow, Terri Marrama, Joyce Ranieri, and Donna Steenberg; students in grades 5 & 6 enjoyed a 45 minutes presentation, "No Magic in Drugs", sponsored by the American Legion and Ladies Auxiliary.

Board Member Valerie Dunning commended those who held the recent AAU tournament; it was yet again another successful tournament; kudos to everyone who helped out.

Board Member Melissa Mills commended Mr. Grenville on his transition into Interim Superintendent of Schools; he seems to be doing a great job and she has heard good things.

APPROVE FINANCIAL REPORTS:

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

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

Motion voted and carried.

9-Yes 0-No

APPROVE BUDGET TRANSFERS:

Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by George Martin, and seconded by Valerie Pelkey, that the Board of Education shall approve the following Budget Transfers:

<u>TO</u>	<u>FROM</u>	<u>AMOUNT</u>
A 9010.800.00.00 Employee Retirement	A 9020.800.00 Teacher Retirement	\$13,000
C 2860.410 Food	C 2860.160 Salaries	\$23,000

Motion voted and carried.

9-Yes 0-No

CONSENT AGENDA:

Motion made by Melissa Mills, and seconded by Valerie Pelkey, that the Board of Education shall approve the following:

1. Minutes of April 6, 12, 19, and 27, 2011
2. Recommendations of the Committee on Special Education for April 27, 2011

Motion voted and carried.

9-Yes 0-No

APPROVE MATERNITY LEAVE:

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 approve the request of Meeghan Marlow for a Maternity Leave, effective September 1, 2011 through November 2, 2011. Motion voted and carried.

9-Yes 0-No

APPROVE RETIREMENT INCENTIVE:

Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by Melissa Mills, and seconded by Tracy Warren, that the Board of Education shall approve the teacher and support staff retirement incentives as presented (attached). Motion voted and carried.

9-Yes 0-No

ACCEPT RESIGNATION
FOR RETIREMENT
PURPOSES:

Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by George Martin, and seconded by Stephen Perry, that the Board of Education shall accept the resignation of Connie Terry as School Nurse for retirement purposes, effective August 31, 2012, with regrets. Motion voted and carried.

9-Yes 0-No

ACCEPT RESIGNATION
FOR RETIREMENT
PURPOSES:

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 accept the resignation of Lyn Martin as Food Service Helper for retirement purposes, effective June 24, 2011, with regrets. Motion voted and carried.

9-Yes 0-No

ACCEPT RESIGNATION
FOR RETIREMENT
PURPOSES:

Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by Valerie Dunning, and seconded by Valerie Pelkey, that the Board of Education shall accept the resignation of Anne Titus as Clerk for retirement purposes, effective June 30, 2011, with regrets. Motion voted and carried.

9-Yes 0-No

ACCEPT RESIGNATION
FOR RETIREMENT
PURPOSES:

Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made by George Martin, and seconded by Tracy Warren, that the Board of Education shall accept the resignation of Brenda Russell as School Nurse for retirement purposes, effective September 16, 2012, with regrets. Motion voted and carried.

9-Yes 0-No

APPROVE SUBSTITUTES/
TUTORS:

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 approve the following Substitutes/Tutors for the remaining 2010-2011 school year and the 2011-2012 school year:

1. Christopher Dillabough – Tutor
2. Phyllis Gonyea – Tutor
3. Danielle Fleury – UPK-8 Certified Teacher, 4-yr. degree
4. Lois Charlebois – Tutor (retro. eff. to 9/28/10)
5. Jennifer LaShomb – Tutor (retro. eff. to 3/14/11)
6. Emily McKernan – Tutor (retro. eff. to 12/6/10)
7. Penny Deno – Monitor, Food Service Helper, Cleaner
8. Mary Hart – Certified Teacher, 4-yr. degree (2011-2012)

Motion voted and carried.

9-Yes 0-No

APPROVE REQUEST TO
EXTEND LEAVE OF
ABSENCE:

Upon presentation and recommendation of Steven Grenville, Interim Superintendent of Schools, motion made Stephen Perry, and seconded by Tracy Warren, that the Board of Education shall approve the request of Wayne Bolster to extend his leave of absence through October 21, 2011. Motion voted and carried.

9-Yes 0-No

APPROVE SUBSTITUTE:

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 approve Melissa Southworth as a Certified Substitute Teacher, 4-yr. degree, retroactively effective to February 18, 2011. Motion voted and carried.

9-Yes 0-No

EXECUTIVE SESSION:

Motion made by George Martin, and seconded by Tracy Warren, that the Board of Education shall enter into Executive Session to discuss Student Issues, Personnel Issues, and Negotiations, at 8:42 p.m. Motion voted and carried.

9-Yes 0-No

MEMBER LEFT:

George Martin left at 9:10 p.m.

RETURN TO REGULAR
SESSION:

Motion made by Valerie Pelkey, and seconded by Tracy Warren, that the Board of Education shall return to Regular Session, at 9:24 p.m. Motion voted and carried.

9-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.

9-Yes 0-No

The Regular Meeting of the Board of Education was adjourned at 9:38 p.m.

Minutes approved by:

Clerk of the Board

March 16, 2011

Dear Mrs. LaRock:

As you know, the funding picture for schools across New York State is grim. Here at Brushton-Moira Central, we are looking at an aid picture that will include yet another year of frozen foundation aid and reductions in several other aid categories. As a result, the Board will have to consider extensive staffing and programmatic cuts.

With all of this in mind, it is inevitable that staffing cuts of a significant number will be necessary. Thus, in lieu of seeking a wage freeze as a first step and in hope of mitigating significant staffing cuts, we opted instead to offer a retirement incentive to see whether that would be of greater interest and might reach the savings we need without a wage freeze. Now, we may have to explore the possibility of a wage freeze, but we prefer attritional cuts whenever possible. An incentive opportunity has been made available to the support staff as well.

The terms of the incentive are as follows:

- Minimum service requirement, as stipulated by the contract, twenty years (20);
- Incentive of \$10,000 beyond the limits in the contract;
- Payment of sick days will be according to the language in the contract.
- Must be eligible to retire at the end of the school year, with or without penalty from TRS; however, BMTA members who need an additional year to qualify for penalty free retirement from TRS (or ERS) will be grandfathered in, as long as they submit a letter of retirement by the deadline, effective June 30, 2012.

Interested teachers must submit a letter of retirement, effective June 30, 2011, no later than April 18, 2011 to Steven Grenville, Interim Superintendent.

Thank you for your consideration.

Respectfully,

David H. Dufrane
Board President

March 22, 2011

Dear Mrs. Foley,

As you know, we are facing an unprecedented budget crisis, the likes of which we have never seen before in BMC's history. Unfortunately, we are not alone, as many schools are facing the same set of challenges.

The Board has long been committed to job preservation, and over the past several years as we have grappled with budget cuts, we have tried to lessen the effect of such cuts through attrition and incentives for employees to consider retirement.

Given the situation we face now, we are prepared to consider an incentive for your bargaining unit.

Of course, given the wide salary variations that exist, we cannot guarantee the same incentive for all employees.

The terms of the offer are:

1. Minimum of 10 years of service;
2. Minimum salary of \$15,000 per year;
3. Full-time employment status;
4. Additional \$15 per day for each unused sick and personal day.

<u>Salary Range</u>	<u>Incentive</u>
\$15,000-\$25,999	\$2,500
\$26,000-\$39,999	\$3,500
\$40,000-\$49,999	\$5,000
\$50,000-\$54,000	\$6,000
Over \$55,000	\$7,500

Add \$1,000 for 12 month employees with 20 or more years of service.

This offer is contingent upon the number of employees who decide to take the incentive and their positions. We certainly want to make this offer advantageous for your members. At the same time, the District cannot afford to lose money. Letters of intent must be addressed to me and received in my office by April 7, 2011.

Please feel free to contact me if you have any questions. Thank you.

Sincerely,

Steven J. Grenville
Interim Superintendent of Schools