

**Andover Central School
Board of Education
Reorganizational and Regular Meeting
July 11, 2022
Room 143**

- A. District Clerk - Call to Order at _____.
- B. Pledge of Allegiance
- C. Oath of Office administered to newly elected Board Member, Sabrina Gaylord.
- D. Oath of Office administered to newly elected Board Member, Mark Sisson.
- E. Oath of Office administered to the Superintendent, Derek Schuelein.
- F. District Clerk - Nominations for the Office of Board President are now Open.

_____ nominated by _____ and seconded by _____.

District Clerk - Moves that nominations be closed. Poll vote called by the Clerk

Brian Perkins	_____ Yes _____ No	Sabrina Gaylord	_____ Yes _____ No
Betsy Kent	_____ Yes _____ No	Mark Sisson	_____ Yes _____ No
Patrick Howland	_____ Yes _____ No		

_____ appointed **President** of Board of Education.

Oath of Office administered.

- G. District Clerk - Nominations for the Office of Board Vice-President are now Open.

_____ nominated by _____ and seconded by _____.

District Clerk - Moves that nominations be closed. Poll vote called by the Clerk

Brian Perkins	_____ Yes _____ No	Sabrina Gaylord	_____ Yes _____ No
Betsy Kent	_____ Yes _____ No	Mark Sisson	_____ Yes _____ No
Patrick Howland	_____ Yes _____ No		

_____ appointed **Vice-President** of Board of Education.

Oath of Office administered.

H. Consideration of a motion to approve _____ as the Allegany/Cattaraugus Association of **School Boards Delegate**.

Motion _____ Second _____ Yes _____ No _____

I. Consideration of a motion to approve _____ as the Allegany/Cattaraugus Association of **School Boards Alternate**.

Motion _____ Second _____ Yes _____ No _____

J. **Consent Agenda - Board Reorganizational Action for the 2022-2023 School Year**

J1. Appoint Jamie Coyle, District Clerk.

Oath of office administered.

J2. Appoint Candace Updyke, Deputy District Clerk.

Oath of office administered.

J3. Appoint Jennifer Joyce, District Treasurer.

Oath of office administered.

J4. Appoint Michele Brown, Tax Collector.

Oath of office administered.

J5. Appoint Mary Lewis, Internal Claims Auditor.

Oath of office administered.

J6. Approve Molly Turner, Attendance Officer.

Oath of office administered.

J7. Appoint Dr. Kassas, School Physician.

J8. Appoint Hodgson and Russ LLP as Andover Central School District's Attorneys.

J9. Appoint Hodgson and Russ LLP as Special Council.

J10. Appoint Candace Updyke, Treasurer of Student Activities Accounts.

J11. Appoint Molly Turner, to be Co-Signer on Student Activities Account Checks.

- J12.** Appoint the firm of **Raymond F. Wager, CPA, P.C. (a division of Mengel, Metzger Barr & Co. LLP)** as **Independent Auditors**.
- J13.** Appoint **Jamie Coyle, Records Access Officer**.
- J14.** Appoint **Jennifer Joyce, Records Management Officer**.
- J15.** Appoint the Andover Central School **Audit Committee** consisting of all the members of the Andover Central School Board of Education.
- J16.** Appoint **Derek Schuelein, Purchasing Agent**.
- J17.** Designate **Community Bank, N.A. and Five Star Bank** as **official depositories**.
- J18.** Authorize the **official depositories** to accept all checks, drafts and other orders with respect to all funds of the school district bearing the signature of or the facsimile signature of **Jennifer Joyce**.
- J19.** Conduct **Regular Board Meetings** according to the attached schedule at 6:00 PM. (See supporting documents)
- J20.** Conduct the **Reorganizational Meeting** on July 10, 2023.
- J21.** Designate **The Spectator (Hornell / Wellsville)** as the official newspaper.
- J22.** Authorize **Derek Schuelein** to **certify payrolls**.
- J23.** Authorize **Derek Schuelein** to **approve conference, convention, and workshop attendance**.
- J24.** Establish **petty cash funds** of \$100.00 and authorize **Candace Updyke** as custodian for those funds.
- J25.** Authorize **Derek Schuelein** to **make transfers** up to \$20,000 between and within functional unit appropriations for teacher salaries and ordinary contingency expenses in accordance with the regulations of the Commissioner.
- J26.** Authorize **Derek Schuelein** to **serve as Local Education Authority** for state and federal funds.
- J27.** Issue a **blanket bond** for the following personnel: Superintendent, District Clerk, Tax Collector, District Treasurer, School Attorney, Internal Claims Auditor, and Activity Account Treasurer.
- J28.** Approve **all existing policies** of the Board of Education be validated until rescinded or amended. The policies of the Board of Education are only the written policies that are

in the policy book as of this time and the student handbooks are considered a policy by the Board.

- J29. Approve the mileage rate at 62.5 cents (.625).**
- J30. Appoint the CSE Chairperson – Shelly Kordish.**
- J31. Appoint the CSE Co-Chairperson – Molly Turner.**
- J32. Appoint the CPSE Chairperson – Shelly Kordish.**
- J33. Appoint the CPSE Co-Chairperson – Molly Turner.**
- J34. Appoint the 504 Chairperson – Shelly Kordish.**
- J35. Appoint the 504 Co-Chairperson – Molly Turner.**
- J36. Approve the CPSE members. (See supporting documents)**
- J37. Approve the CSE members. (See supporting documents)**
- J38. Approve the 504 Members. (See supporting documents)**
- J39. Approve the CPSE & CSE Subcommittees. (See supporting documents)**
- J40. Approve the List of Impartial Hearing Officers as per state listing.**
- J41. Approve the List of 3020A Panel members as per state listing.**
- J42. Approve the following as Title IX Coordinators for the 2022-2023 school year:**
 - Jennifer Joyce**
 - Kathryn Slavinski**
- J43. Authorize Jennifer Joyce to invest idle funds.**
- J44. Approve the Substitute Salary List for July 1, 2022 – December 30, 2022. (See supporting documents)**
- J45. Approve the Budget Calendar for School Year 2023-2024. (See supporting documents)**
- J46. Appoint the Adult Education Instructors - Zachary Owen and Blair Buchholz.**
- J47. Appoint the School Lunch Verification Official – Richard Gill.**
- J48. Appoint the School Lunch Hearing Official – Derek Schuelein.**

- J49. Appoint the Copyright Officer – Molly Turner.**
- J50. Appoint the Designated Educational Official to receive court records and coordinate student’s participation in programs (SAVE Legislation, Uniform Violence Reporting, and NCLB) – Molly Turner.**
- J51. Appoint the Homeless Children & Youth liaison –Molly Turner.**
- J52. Appoint appointing the Chief Information Officer (CIO/DDC) – Kathryn Slavinski.**
- J53. Appoint the Dignity For All Students Act Coordinator (DASA) – Molly Turner.**
- J54. Appoint the Lead Evaluator for Teachers – Molly Turner.**
- J55. Appoint the Independent Evaluators for Teachers – Derek Schuelein and Kathryn Slavinski.**
- J56. Appoint the Lead Evaluator for Principal – Derek Schuelein.**
- J57. Approve A REVENUE ANTICIPATION NOTE RESOLUTION. DELEGATING POWER TO THE PRESIDENT OF THE BOARD OF EDUCATION TO AUTHORIZE, FROM TIME TO TIME AND YEAR TO YEAR, THE ISSUANCE AND SALE OF REVENUE ANTICIPATION NOTES OF THE ANDOVER CENTRAL SCHOOL DISTRICT, NEW YORK, IN ANTICIPATION OF THE COLLECTION OF REVENUES.**
- To better provide for the accomplishment of the purposes and goals of the Andover School District, be it resolved by the Board of Education of the Andover Central School District, New York, as follows:
- Section 1.** The power to authorize, from time to time and year to year, the issuance and sale of revenue anticipation notes of the Andover Central School District, New York, including renewals thereof, in anticipation of the collection of revenues to be received by the School District as state aid from the State of New York, is hereby delegated to the President of the Board of Education, the chief fiscal officer. Such notes shall be of such terms, and of such form and content as may be determined by said President of the Board of Education in accordance with the Local Finance Law of the State of New York.
- Section 2.** It is hereby determined that any notes which may be issued by the School District pursuant to this resolution in anticipation of the collection of such revenues to be received by the School District from the State of New York for any given fiscal year shall be issued during such fiscal year or during the two weeks prior to the commencement of such fiscal year and otherwise in accordance with Section 25.00 of the Local Finance Law of the State of New York.
- Section 3.** The Vice President of the Board of Education or the District Clerk may execute such notes in place of the Board President if the Board President shall so designate.

Section 4. It is hereby determined and declared that it is the intent of this Board of Education that this resolution remain in full force and effect in perpetuity for the issuance of the aforesaid notes from year to year, until this resolution is modified, amended, rescinded, revoked or repealed by this Board.

Section 5. This resolution shall take effect immediately upon its adoption.

J58. Approve the **Standard Work Day.** (See supporting documents)

J59. Appoint **Derek Schuelein** as **Notice of Claims Officer.**

J60. Appoint **Derek Schuelein** as the delegate and **Jennifer Joyce** as the alternate delegate to the Board of Directors of the Allegany Cattaraugus Schools Medical Health Plan for the 2022 – 2023 fiscal year.

J61. Appoint **Jennifer Joyce** as the **delegate** to the Workman’s Compensation Board for the 2022 – 2023 fiscal year.

J62. Appoint **Jamie Coyle** as the **alternate delegate** to the Workman’s Compensation Board for the 2022 – 2023 fiscal year.

J63. Appoint the following as **Data Protection Officers** for the 2022-2023 school year:

- **Jennifer Joyce**
- **Kathryn Slavinski**

J64. Move to a **regular Board of Education meeting** at ____ pm.

Motion _____ Second _____ Yes _____ No _____

K. Superintendent’s Report

L. Public Comments – The Board of Education invites public comments in Open Forum at this time. Each individual speaker is allotted 3 minutes. The Board is here to listen to your comments or concerns. The public comment period is not designed to be a discussion, so please do not expect The Board to respond to your comments, concerns or questions tonight. If need be, The Board may follow up with you during the week, at a future meeting, have the proper staff member get back to you at the appropriate time, or just listen carefully and value your input.

M. Presentations –

M1. Capital Project Proposal – Hunt Architects and Bernard P. Donegan, Inc.

N. Board Dialogue/Information –

O. Consent Agenda – New Business Resolutions - NONE

P. Consent Agenda – Certified Personnel Resolutions –

P1. Approve to end the Long-Term Substitute Special Education Teacher appointment of Molly Carlin effective August 31, 2022.

P2. Approve to end the Long-Term Substitute Elementary Teacher appointment of Alexis Wight effective August 31, 2022.

P3. Appoint Jennifer Joyce (who holds the title and annual appointment of District Treasurer) to the position of Business Administrator effective July 1, 2022. Ms. Joyce holds a New York State School District Business Leader Internship Certificate.

Motion _____ Second _____ Yes _____ No _____

Q. Consent Agenda – Other Personnel Resolutions

- Q1.** Authorize the Superintendent to sign the **Terms and Conditions of Employment between the Andover Central School District and Amy Halbert, Cook/Manager**, for the period of July 25, 2022 to June 30, 2025.
- Q2.** Appoint **Amy Halbert as the School Lunch Reviewing Official** for the 2022-2023 school year.
- Q3.** Accept the **resignation of Sarah Whitesell, Cafeteria School Monitor and Bus Attendant**, effective June 30, 2022.
- Q4.** Amend the June 27, 2022 appointment of **Ashley Ordway**, to be Substitute Summer 2022 Program Aide effective July 1, 2022. The pay will be at \$13.25 per hour.
- Q5.** Authorize the Superintendent to sign the **Memorandum of Agreement** between the **Andover Central School District and Andover Educational Support Personnel Association** in regards to **health insurance benefits for unit members** who inform the Superintendent in writing of his/her intent to retire no later than June 1st of their final year of service and retires no later than June 30th of the same year.

Motion _____ Second _____ Yes _____ No _____

R. Consent Agenda - Educational Resolutions – NONE

S. Consent Agenda – Policy & Regulations - NONE

T. Consent Agenda – Other Business Resolutions

T1. Approve the following **Minutes –**

June 27, 2022 – Regular Board of Education Meeting

T2. Approve the following **Warrant Reports:**

Check Warrant Report for A – 62: June 16 - 30, 2022

Check Warrant Report for HM21CO - 10: June 16 – 30, 2022

T3. Accept the **Audit Report of Mary E. Lewis**, Internal Claims Auditor, for the period of January 14, 2022 to June 30, 2022.

T4. Authorize the Superintendent to sign the **Consulting Agreement between Carol Richmond and the Andover Central School District** effective July 25, 2022.

Motion _____ Second _____ Yes _____ No _____

U. Items removed from Consent Agenda

V. Executive Session to discuss personnel

Move to Executive Session - _____

Return to Regular Session - _____

W. Adjourn at _____.

Motion _____ Second _____ Yes _____ No _____

2022-2023 Board of Education Meeting Dates

JULY	11
AUGUST	15
SEPTEMBER	6 TUESDAY
OCTOBER	3 & 24
NOVEMBER	7
DECEMBER	5
JANUARY	9
FEBRUARY	13
MARCH	6 & 20
APRIL	3 & 18 TUESDAY
MAY	8
JUNE	5
JULY	10 REORGANIZATIONAL

BUDGET WORKSHOPS -	FEBRUARY 13 & MARCH 20
BOCES ANNUAL & VOTE -	APRIL 18
BUDGET HEARING -	MAY 8 7:00 PM
BUDGET VOTE -	MAY 16 12:00 PM- 8:00 PM

ANDOVER CENTRAL SCHOOL – SPECIAL EDUCATION

2022 – 2023 SCHOOL YEAR

CPSE MEMBERS:

Chair, County Representative, Special Education Teacher, General Education Teacher, School Psychologist, Parent, Any Providers

CSE MEMBERS:

Chair, Special Education Teacher, General Education Teacher, School Psychologies, Parent, Any Providers

504 MEMBERS:

Chair, Special Education Teacher, General Education Teacher, School Psychologist, Parent, Any Providers

SUB COMMITTEE (CSE & CPSE):

Chair, Parent, Special Education Teacher, General Education Teacher

July 1, 2022 – December 30, 2022
SUBSTITUTE SALARIES

SUBSTITUTE TEACHER (7 hours 7:30-3:00 minus lunch)	
CERTIFIED	\$130.00 per day
BACHELOR'S DEGREE	\$112.00 per day
OTHER	\$105.00 per day
SUBSTITUTE AIDE & TA	NYS Minimum Wage
SUBSTITUTE NURSE (7.5 hours 7:30-3:00 NO LUNCH)	
RN	\$125.00 per day
LPN	\$110.00 per day
CERTIFIED EMT	\$100.00 per day
SUBSTITUTE SECRETARY	NYS Minimum Wage
SUBSTITUTE BUS DRIVER	Minimum of \$16.25 per hour (Negotiable based on experience)
SUBSTITUTE CLEANER	NYS Minimum Wage
SUBSTITUTE MONITOR, CAFETERIA WORKER, BUS ATTENDANT	NYS Minimum Wage
TUTORING	ACS Teacher's Contractual Hourly Rate
SPEECH PATHOLOGIST	\$200.00 per day
LIFEGUARD	\$15.00 per hour
STUDENT TUTORS	NYS Minimum Wage

**ANDOVER CENTRAL SCHOOL
2023-2024 BUDGET CALENDAR**

Budget Calendar Adopted by Board Of Education	July 11, 2022
Budget Development Guidelines and Budget Forms to Budget Developers	October 1, 2022
Budgets Due From Budget Developers	December 1, 2022
Dates to Advertise Budget Workshops (10 days before Workshops)	February 3, 2023 March 10, 2023
Budget Workshops: Additional budget workshops will be scheduled if necessary	February 13, 2023 – Reg. BOE Mtg. March 20, 2023 – Reg. BOE Mtg. Any others – as needed
Submission of petitions for Board of Education candidates. Deadline 30 days prior to Budget Vote. (If it falls on a Sunday then Monday is acceptable.)	April 16, 2023 (lottery of order)
Submission of petitions for propositions to be placed on the ballot. Deadline 30 days prior to Budget Vote. (If it falls on a Sunday then Monday is acceptable.)	April 16, 2023
Publications – Legal notice of school budget hearing and budget vote dates (4 times during the 7 weeks preceding the date of the Annual Meeting and Election. (2 newspapers) (Must be posted in as many public places as possible. Recommend 20. <ul style="list-style-type: none"> • First Publication – 45 days prior • Second Publication • Third Publication • Fourth Publication 	March 31, 2023 April 16, 2023 April 30, 2023 May 11, 2023
Date of completion of the budget by the board (at least 28 days prior to Annual Meeting depending on date of hearing)	No later than April 18, 2023
Board must adopt Property Tax Report Card no later than 24 days prior to Uniform Voting Day. Must be transmitted to local newspapers for general circulation.	No later than April 21, 2023
Budget available upon request 14 days before the Annual Meeting and 7 days before Budget Hearing	May 1, 2023
Budget Hearing (at least 7 days, but not more than 14 days before the Annual Election.	May 8, 2023
Last day to receive applications for Absentee Ballots by mail which must be received by the Clerk at least 7 days before the election	May 9, 2023
Budget Newsletter and Mailer – After budget hearing but at least 6 days prior to Annual Meeting	May 9, 2023
Last day to receive an application for an Absentee Ballot in person	May 15, 2023
Annual Meeting – Budget vote and election of Board of Education members	May 16, 2023

STANDARD WORK DAY

<u>TITLE</u>	<u>HOURS PER DAY</u>
Food Service Helper	6.5
School Monitor	6.5
Teacher's Aide A	6.5
Teacher's Aide B	7.5
Cleaner	8
Account Clerk	8
Typist	8
Senior Typist	8
Bus Driver	6
Custodian	8
School Bus Attendant	6
Auto Mechanic / Bus Driver	8
Senior Account Clerk Typist	8
Building Maintenance Assistant	8
Microcomputer Technician	8
Secretary to Superintendent	8
Supervisor of Building, Grounds, & Transportation	8
Cook / Manager	8
Registered Professional Nurse	7.5

**Andover Central School
Board of Education
Regular Meeting – June 27, 2022
Room 143**

MEMBERS PRESENT: Brian Perkins, Kevin Walker, Patrick Howland, Jr., Michele Calladine, and Betsy Kent

OTHERS PRESENT: Derek Schuelein, Jennifer Joyce, Kathryn Slavinski, Lisa Kent, Molly Mattison, Ella McGinnis, MaryAnn Weber, Alyssa Potter, Lance Carlin, Molly Carlin, Matthew Zengerle, Melanie Zengerle, Kathleen McCutcheon, Allison White, Maci Lloyd, Gretta Howland, Sean Reilly, Samantha Gavin, Jeanne Todd, Cheri Drake, Lynne Roeske, Devin Davis, Dakota Whitesell, Richard Gill, Amy Brown, Maria McCormick, and Kelly Clemons

- A. Call to Order at 6:00 PM.
- B. Pledge of Allegiance

- C. Superintendent's Report – Superintendent's Report
 - C1. Last Friday, we had the 147th Commencement exercises for the school. We had good weather and a good turnout.
 - C2. Tonight, we had intended to bring to the Board's attention a presentation of the work of the committee in charge of reviewing and revising the District Code of Conduct. We held off presenting this tonight because we had a few other presentations tonight and it also gave the district's counsel a little bit more time to review the completely updated draft and make sure we haven't got ourselves into trouble. We worked off a template, so we think it will be okay.
 - C3. We just received word about the Meal Program. The Keep the Kids Fed Act has been passed. This will extend the expanded reimbursement for school meals. What this means for us is because we do not charge any students for meals, whether or not they have reproduced or not, typically the district has to incur the additional expense because there is no real meaningful reimbursement if the student is not eligible. This current school year, there had been an expanded reimbursement in place. This is also in place for next year, which means that we anticipate that we can operate in the black perhaps once again which saves us a little bit of money.
 - C4. I would like to give a shout out to Mr. and Mrs. Bannerman and the teachers who helped out with Field Day last week. The school was filled with the sounds of lots of young people laughing and having a good time.
 - C5. We have the Reorganizational Meeting coming up on July 11th. We tentatively plan to provide the presentation for the Code of Conduct.
 - C6. We have a Farmer's Market coming this Thursday from 3:30 to 6:30 pm. We invite anyone here who is able to attend.

D. Public Comments –

D1. Amy Brown –

Public Comments

- (1). Does the Superintendent plan to buy a home here in the district? It has been almost a year.**
- (2). Why is there a huge turnover of resignations this year with teachers leaving the district whether it being they were made to resign or they are choosing to leave the district after being here for 10 plus years?**
- (3). Why have we hired non-certified teachers to replace these certified teachers at certified teacher pay? When I was going to school and I got my two-year degree if I could come to Andover and make \$50,000 plus benefits, why would I go for four years or get my master's? My husband's a teacher and it took him six years and lots of debt, but two years you can come and make \$50,000. That's pretty awesome.**
- (4). To the Board – have you guys asked the teachers resigning why they are leaving? Some might be leaving to go to their hometown, but those options were available quite a while ago, too.**
- (5). Why are we moving the sixth graders upstairs and were the teachers that are up there now teaching seventh or we are requiring as Middle School asked what their opinions were and how that was going to work out for them? As most of them only have one or two Prep periods, adding another classroom on top of that, which I don't know if it's going to be adding two classrooms or if it is going to be split up or is it going to be one classroom? If we are doing this, are we allowing more time and pay to create the new curriculum for the teachers?**
- (6). Any question on where all of the Senior Class money went that was almost \$16,000 when they didn't go on their senior trip? I do know they did little things here and there, but my accounting isn't that bad. I am just curious. If there was money left over, what did they do with it? My son just graduated and I know he is not a wealth of information and doesn't pay attention much, but there was nothing to the parents to say, "Oh hey, by the way, you guys worked really hard for this because you know the kids weren't out there doing it. This is here the money went to, what did the senior class give as their gift?"**
- (7). Why does the Superintendent leave early on Fridays and come in late on Mondays, but the teachers were not granted their Grievance for the CSE meetings during their Prep periods? If a teacher was to take the day off or a half a day here or a half a day there, that's a full day of work that they would have to be docked from their sick or leave time.**
- (8). I probably should have asked this a couple years ago when the position was created, but why do we have an assistant superintendent position? What is it that position was**

- created for and what does that position do for us that the regular superintendent cannot do or is supposed to do?
- (9). The committee that was based on this curriculum committee that I think they are going to do – why did we create a committee, but then not take any of their concerns in to place?
 - (10). What are we doing about the vaping issue at school? Clearly there is one and with the FDA shutting down the JUUL and all that other stuff, what are we going to do? That might be addressed at the next meeting with the Code of Conduct I am assuming.
 - (11). Where did the COVID Relief money go? Was everybody in the school notified that there was money available?

D2. Devin Davis –

- (1). Is the district aware that in the year proceeding Dr. Schuelein's arrival at Andover that Andover Central School was 4th in the state for the highest rate of teacher turnover? What is our current rate of teacher turnover considering the exodus that we've had in the last couple of years? What, if anything, is the district doing to promote teacher retention and recruitment of teachers from across the state or region?

D3. Molly Carlin –

- (1). After being an employee at Andover Central School since 2011, I was told I would be no more. When I was told I was not hired for the position that I have been a long-term substitute for the last year and a half, the reason given to me was, and I nearly quote, "We interviewed some greener than you, some just as green, and some with more experience, and we hired someone with more experience who is a better fit." However, that does not appear to be the case. Not only that, but I am also qualified and certified to teach the position Miss White resigned from, but was never offered her position. Instead, someone who just finished her bachelor's degree, no master's degree, nor is she certified, was hired as a long-term substitute for the 12:1:1 classroom. It also appears that the person hired for the position which I taught does not have more experience, but I cannot say that for certain. If maybe there was someone hired with more experience at one point and they changed their minds about coming here, it could have been offered to me, but it wasn't for whatever reason. Given the fact that I have provided letters of support from parents and guardians past and present, as well as letters of support from teachers past and present, they still held no water. If there was anything to ever prove that I can do my job, it's the voices of parents of students I have worked with, as well as teachers that I have taught with for years. That alone should prove that I

am capable of doing the job of an Elementary Special Education Teacher. But those were invalid, just as those saying, it doesn't matter what you think, but those should really matter the most as they have known me for years and support the fact that I do my job and do it well. They have known me much longer than some who were part of the decision in the hiring process, but it wasn't even a consideration. Those voices that mattered most were not heard and that is not how our school has ever been prior. The support I had went beyond the letters that were presented in my fight for my position. In fact, many were shocked I was even in that position to begin with. Not only was I let down and devastated, but more importantly, the kiddos I worked with, as well as their parents were, too. The decision came from people who do not know me and that decision goes beyond the reasoning I was given. I was bullied, belittled, degraded by an administrator for months, who also made-up untruths about me such as accusing her of wanting to harm a student. I can assure you with 100 percent certainty that those words never ever came out of my mouth, nor did I ever think that and I can prove it to be false. Quite a serious accusation I thought, but when I sought help, I was told it was just a matter of interpretation and perception. I went to the one that I thought could help me the most and it turned out to be the biggest mistake I could ever had made. The amount of workplace harassment and mental anguish that I went through this past year is indescribable. I have cried more times at work, home, and in the company of coworkers more times than I could ever count. The affects of what I endured will be long lasting. At one point I even questioned whether or not I was good enough to be a teacher. I will always have a fear of not being good enough, not doing things right enough, anxiety with every decision I make and lack of confidence in myself because that is how I was made to feel. Many schools would support the fact that one of their employees working hard to further their education and ultimately taking on a different role, as well as providing encouragement opportunities for growth and support to one of their own. I really thought our school and our administration would have been the same. The previous administration was behind me 100 percent and encouraged and pushed me in my determination to grow. Once certified, I would have been a teacher as it has always been past practice. What changed? The administration. Instead, what happened was quite the opposite. Though there were some at ACS that were given the opportunity to as a long-term substitute and new hires are given that opportunity before putting faith into those that have proven their dedication, commitment, love of their job, and determination to grow.

Many of those were given the opportunity to continue at ACS, as well as new hires who are younger than myself, which also makes me question things. The ACS that we once knew has turned upside down and there seems to be nothing anyone can do to change that. What is being done, does not represent what we stand for and have always believed in. ACS has always been my second home so to speak in many different regards, and never have I ever known it to be what it is now. Teacher input, parent input, community input is not valued. Decisions made are not made with students, teachers, parents, and the community in mind, nor is anyone able to give their input without feeling it after. Once the tornado has made its way through, we will be left with the aftermath that will have changed our school and who we are. What you see isn't always what you get. So anyway, the reason I was given for not being hired is not the real reason I was not hired as you can see. The reasoning does not support the choices made in the new hires, as they do not have more experience or certification. I am a teacher in every sense of the word. I have completed by bachelor's degree, my master's degree with a 4.0 and am also certified. With that being said and none of what I was told adding up even a little bit, I would once and for all know the real reason I wasn't hired. I think I am owed that. And if there is a reason, don't dance around it and say it because hiring someone with more experience was clearly not the reason because they don't have more experience.

Brian Perkins – unfortunately, that is not anything that we can legally say in a board meeting because that would be considered a personnel issue.

Molly Carlin – at the same time, normally schools would support their employees bettering themselves and furthering themselves and give them the opportunity to grow, and encouraging them, and keep going. I was not given that opportunity, but others were that are not certified, that have not finished their schooling, so why was I singled out? That's what I want to know. I have proved myself. I did everything that I was supposed to. I was a certified teacher. If it had been past practice, as the previous administration always had done, my certification would have gone through and I would have been a teacher. But that did not happen. And there is more to it than that and I want to know what it is. You will not find anyone more committed or dedicated to this school. I always have been in many regards. And if you look at the reason I was given for not being hired, it's not right. And it says right in the thing that she pending edPTA, therefore it says that he/she is not certified. Why are we letting people go that are part of this community, engrained in this school, who love this school and want to

be here, and have proven themselves with parent support, teacher support, community support, and everything presented was just brushed to the side? Shouldn't parents saying she has made a huge difference in my child's life. Brian Perkins – announced that we are beyond the 3 minutes.

D4. Molly Mattison –

- (1). I just want it to be known that I have worked here since 2000 and after this year, I am not the only one saying, “Oh my gosh, what is happening?” It's been a year that we are not proud of.**

D5. Ella McGinnis –

- (1). I would like to say that I don't like the way that Miss Molly was treated. It's despicable. As hard as she worked, I watched her all last summer work so hard to do what we asked of her. She worked day and night to get certified and then she got kicked for it. That's not nice. The kids love her. We don't realize how hard it is on or children to have a teacher and then we lose them, have a teacher and then we lose them. It's as devastating to them as it is the teacher.**

D6. Allison White –

- (1). I turned my resignation in. I was the Elementary 12:1:1 Teacher and I chose to leave because this past school year was awful. It was awful. Feeling that you don't have the support from the people who you are supposed to have support from, my direct supervisor being verbally abusive basically. The fact that she could go around and harassing and the fact that I couldn't go any higher than that because of what happened to someone else when they went higher than that. I had to tell my kids that I was leaving after three years, and it was devastating. But I know that for my own mental health, for my own well-being, and because I know I am a good teacher, despite what I was told this year, I had to leave. And that was the worst feeling I could have had. The way that people were treated this year, was terrible. Feeling that we couldn't go to other admin because God forbid it came back on us, that should not be how a school works. And you guys should know that what happened this year and the people who are feeling this way, that's not okay. Something needs to change and people need answers.**

D7. Devin Davis –

- (1). **There is sort of a common vein here between what I am hearing people say. I have lived I Andover since 1995. I taught here for 11 years, and I know every single person in this room. Maybe there is a reason why so many people are leaving and you need to pay attention to what they are saying. Treat people the way you want to be treated.**
Molly Carlin – But we aren't heard.
Devin Davis – Maybe they are hearing you now.
Molly Carlin – Well it's too late for me, but yeah.
Devin Davis – Andover is a great place. It's got a great school. I love this place. I love this community. I love the town. I always have and probably always will. It's worth putting the time and effort into figuring out what the matter is and rectifying it for the benefit of this wonderful community.

D8. Samantha Gavin –

- (1). **After the two years of COVID and the strength and everything these teachers did to get through what was one of the most chaotic times ever, how do they feel more defeated now when they don't have to worry about what are we going to do tomorrow, will my children be here tomorrow, will I be in a hospital tomorrow, is everybody going to survive? So, why is it worse now than a pandemic that was killing people, why do they feel less safe here? That they are having more issues now after everything they have gone through than they did during the past two years of COVID.**

D9. Brian Perkins –

- (1). **Thanked everyone for their time and explained that until we get questions, we can't answer them. We don't hear everything. Amy Brown – said that Brian should retract his statement because he is always on Facebook and sees the concerns. Cheri Drake – the union president and herself have met with the board president three times and he has been made aware of some of the concerns here.**
Brian Perkins – I will do my best to make sure we can act upon these, so that we can continue to have dialogue from the community. We can look at other things we need to do with the community.

D10. MaryAnn Weber –

- (1). **Did the Board negotiate the contract between the School District and Dr. Schuelein or did you fall back to BOCES?**
Brian Perkins – we were involved in the discussions of the contract.
MaryAnn Weber - How would BOCES know what is best suited for this community?

D11. Lynne Roeske –

- (1). First of all, we are all here to find out some questions. What do you think your timeframe is? Because I have asked these questions different times and I never get an answer. What is your timeframe on answering any questions that the staff, faculty, community has? Do you ever plan on actually answering questions and figuring out what's going on?**

Brian – I think it would be fair to say at the beginning of our next board meeting during the board dialogue that I should have some kind of response to some of these questions. If we come up with another that we should best answer these questions before then, then we will do that.

Lynne – I think it's disrespectful that you pushed some people. People should not have to feel that they are pushed through what they would like to say – it's very rude.

D12. Lance Carlin –

- (1). Who is the boss of who? Is the Board the Superintendent's boss?**

Brian – the Board is essentially his boss, yes.

Lance – all these teachers that are being let go or resigning have to go through you.

Brian – ultimately yes. They would have to be approved by the Board.

Lance – you don't know why they are leaving? Because I know they do exit interviews. I am not trying to pick a fight here, but there is a common denominator here somewhere and you guys need to figure it out because you are losing good teachers that have been here for years, have grown up here, that are a part of this community, they live here. It's sad what is happening at this school. You are making us feel like fools and they we don't know what we are talking about. We are kept in the dark and get no answers. It's your way and that's that.

D13. Richard Gill –

- (1). This is my 45th year here and I would like to make a suggestion. I think it is very important that the district and the teachers worked out a contract. It would be important. I realize you're under negotiations. I don't recall ever seeing a year we didn't have a contract. It would be good if both sides got together and worked something out before the beginning of the next school year. From what I am hearing, and I am not a teacher, it just seems like we are awful far apart from what I am hearing. I am not being critical; I am being very positive. Please work on getting that contract done because it would help a whole lot. It would help the teachers come into the**

school year much happier. It would be easier to find people to come in and work here because you got a contract. Right now, if I was a young person and had offers from three different schools and Andover is one of them and I don't know what kind of contract there is going to be, I would probably pick one of the other two. It's important. Years ago, the district always had a negotiator and a few board members on the team. I don't think that's the case now, so I don't know if the board members even know what's going on. Please work toward a contract. We've gone through COVID, we are going through an inflation period, and then we are looking at recession afterward? How do you figure that? I don't know. Look and see what other districts are doing and kind of come to where they are. Help us out and have a fair contract for both sides. It's important for the people who are retiring. You might see things come together a little better. We are down here right now, we got to swing back up. Wonderful kids, you got the best kids. I wouldn't be here for 45 years if I didn't like this place. You got a good staff, good people. I love coming to work. I was disappointed the school year ended. I miss the school. I want to be here. Please work on that contract. Work together.

E. Presentations –

Presentations

- E1. Curriculum Committee Presentation with Kathryn Slavinski to include AERO SCUBA Course, 6th Grade Spanish, and Into Math K-5

Board Dialogue/Information

F. Board Dialogue/Information

- F1. Extracurricular Activities Reconciliation – April 2022 and May 2022
- F2. Policy 1210 – Board Members: Nomination and Election

G. Consent Agenda – New Business Resolutions

- G1. Accept the amended Engagement Letter for Year Ended June 30, 2022 from Mengel Metzger Barr & Co. LLP, Certified Public Accountants accepted on May 5, 2022 to include Single Audit.
- G2. Approve to add Employer Contributions to the Andover Central School District 403(b) Plan with PenServ Plan Services, Inc.

Amended Engagement Letter Mengel Metzger Barr & Co. LLP

Employer Contributions to 403(b) PenServ Plan

**Stephanie Harrington –
Conferral of Tenure**

Regular Meeting – June 27, 2022

- G3. BE IT RESOLVED BY THIS BOARD OF EDUCATION AS FOLLOWS:**
- (1). The firm of Bernard P Donegan, Inc., is hereby designated Municipal Advisor to the Andover Central School District.
 - (2). Said firm shall be compensated for its services to be rendered in accordance with its letter of service dated April 8, 2022.
 - (3). The President of the Board of Education is hereby authorized to execute and deliver said letter of services.
 - (4). This resolution shall take effect immediately.

**Bernard D. Donegan, Inc. –
Municipal Advisor**

- G4. BE IT RESOLVED, upon the recommendation of the Superintendent that the Board of Education of Andover Central School creates one full-time competitive class civil service position of Extended School Day Project Director.** Special job requirements shall include those requirements set forth in the Civil Service Job Description including NYSED fingerprint clearance and a minimum of three (3) years of experience in program administration or management experience.

**Create One Full-time
competitive class civil service
position –
Extended School Day
Project Director**

- G5. Approve the terms of the Memorandum of Agreement between the Andover Central School District and the Andover Teachers' Association as presented to the board, which provides for the Association and District to waive timeliness for submission to arbitration in the matter of the Association's March 28, 2022 Grievance.**

**MOA with Teacher's
Association – Submission to
arbitration
Re: 3/28/22 Grievance**

Motion made by Michele Calladine and seconded by Betsy Kent for the Consent Items as listed above.

Motion Carried: Yes: 5 No: 0

H. Consent Agenda – Certified Personnel Resolutions

- H1. Authorize the Superintendent to sign the Terms and Conditions of Employment between the Andover Central School District and Molly S. Turner, Principal, commencing July 1, 2022 to June 30, 2025.**
- H2. Accept the amended resignation of Doris Dunham, Elementary Teacher, to be effective August 31, 2022.**
- H3. Accept the amended resignation of Alyssa Potter, Guidance Counselor, to be effective August 31, 2022.**
- H4. Accept the resignation of Thomas Franclemont, Special Education Teacher, effective June 30, 2022.**

**Molly S. Turner –
Terms and Conditions of
Employment**

**Doris Dunham –
Amended Resignation**

**Alyssa Potter –
Amended Resignation**

**Thomas Franclemont –
Resignation**

H5. BE IT RESOLVED that the Board of Education of the Andover Central School District hereby accepts the recommendation of the Superintendent to conditionally appoint **Sonya Hoaglin to a four (4) year probationary appointment as an Elementary Special Education Teacher in the Special Education tenure area**, (pending completion of the edTPA requirement), commencing on September 1, 2022 and ending August 31, 2026, contingent upon satisfactory compliance with Education Law 3012-d, at a salary of Step 1 (\$45,000) for the 2022-2023 school year in accordance with the current Andover Teachers Association Collective Bargaining Agreement.

Sonya Hoaglin – 4-year probationary appointment Elementary Special Education Teacher (Pending completion of the edTPA requirement)

H6. Authorize the Superintendent to sign the Terms and Conditions of Employment Agreement between the Andover Central School District and Kimberly D. Fanton, Extended School Day Project Director, for the 2022-2023 school year in accordance with Civil Service Rules and subject to a one (1) year probationary period. The probationary period commences July 1, 2022 and ends on June 30, 2023.

Kimberly Fanton – Terms and Conditions of Employment Agreement, Extended School Day Project Director

H7. Appoint the following as Summer 2022 SOAR Teachers to be paid at the rate of \$26.00 per hour:

Summer 2022 SOAR Teachers

**Jamie Weeks
Dawn Burdick
Alyssa Potter
Alexis Wight**

Motion made by Patrick Howland Jr. and seconded by Kevin Walker for the Consent Items as listed above.

Motion Carried: Yes: 5 No: 0

I. Consent Agenda – Other Personnel Resolutions

I1. A Appoint Sarah Whitesell as a Full-time Cleaner, effective July 1, 2022. The pay will be at Step 3 in accordance with the current Andover Educational Support Personnel Association Collective Bargaining Agreement.

Sarah Whitesell – Full-time Cleaner Effective 7/1/2022

I2. Appoint Lori Clarke as a Summer 2022 Bus Attendant effective July 1, 2022. The pay will be at Step 9 in accordance with the current Andover Educational Support Personnel Association Collective Bargaining Agreement.

Lori Clarke – Summer 2022 Bus Attendant

I3. Appoint Ashley Ordway as a Part-time 21st Century Summer 2022 Program Aide effective July 1, 2022. The pay will be at Step 2 in accordance with the current Andover Educational Support Personnel Association Collective Bargaining Agreement.

Ashley Ordway – Part-time 21st Century Summer 2022 Program Aide

I4. Appoint James Joyce as a volunteer Summer 2022 SOAR Program Coach.

James Joyce – Volunteer Summer 2022 SOAR Coach

Regular Meeting – June 27, 2022

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| <p>I5. Appoint Carol VanBuskirk as a Substitute Summer 2022 SOAR Program Aide at the rate of \$13.20 per hour.</p> | <p>Carol VanBuskirk –
Substitute Summer 2022
SOAR Aide</p> |
| <p>I6. Appoint Grady Terhune as a Part-time 21st Century Afterschool Program Aide for the 2022-2023 school year. The pay will be at Grade 2, Step 2 in accordance with the current Andover Educational Support Personnel Association Collective Bargaining Agreement.</p> | <p>Grady Terhune –
Part-time Afterschool
Program Aide for 2022-2023
school year</p> |
| <p>I7. Appoint Gabriel Grossman as a Part-time 21st Century Afterschool Program Aide for the 2022-2023 school year. The pay will be at Grade 2, Step 2 in accordance with the current Andover Educational Support Personnel Association Collective Bargaining Agreement.</p> | <p>Gabriel Grossman –
Part-time Afterschool
Program Aide for 2022-2023
school year</p> |
| <p>I8. Appoint Karissa Ordiway as a Full-time 21st Century Afterschool Program Aide for the 2022-2023 school year. The pay will be at Grade 2, Step 2 in accordance with the current Andover Educational Support Personnel Association Collective Bargaining Agreement.</p> | <p>Karissa Ordiway –
Full-time Afterschool
Program Aide for 2022-2023
school year</p> |
| <p>I9. Appoint Carol Richmond as a Substitute Cook/Manager at the rate of \$30.00 per hour.</p> | <p>Carol Richmond –
Substitute Cook/Manager</p> |
| <p>I10. Appoint the following as 21st Century Summer 2022 Lifeguards at the rate of \$15.00 per hour:
 Gabriel Grossman
 Karissa Ordiway
 Emily Hills
 Destiny Workman
 Brynne Hunt (pending fingerprint clearance)</p> | <p>Summer 2022 Lifeguards</p> |
| <p>I11. Appoint the following Summer 2022 Student Cleaners at the current New York State Minimum Wage rate:
 Brody Carlin
 Kohler Niedermaier
 Louis Simon
 Gabrielle Terhune
 Caroline Walker
 Emily Hills</p> | <p>Summer 2022 Student
Cleaners</p> |

Motion made by Betsy Kent and seconded by Michele Calladine for the Consent Items as listed above.

Motion Carried: Yes: 4 No: 0 Abstain: 1

J. Consent Agenda - Educational Resolutions

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| J1. Approve the CPSE Committee Recommendations dated May 26, 2022. | CPSE Recommendations |
| J2. Approve the CSE Subcommittee Recommendations dated May 19, June 10, and June 13, 2022. | CSE Subcommittee Recommendations |
| J3. Approve the 6th Grade Spanish Course for the 2022-2023 school year. | 6th Grade Spanish Course for 2022-2023 school year |
| J4. Approve the AERO SCUBA Course for the 2022-2023 school year. | AERO SCUBA Course for 2022-2023 school year |
| J5. Approve the Into Math K-5 Program for the 2022-2023 school year. | Into Math K-5 Program for 2022-2023 school year |

**Motion made by Kevin Walker and seconded by Betsy Kent for the Consent Items as listed above.
Motion Carried: Yes: 5 No: 0**

K. Consent Agenda – Policy & Regulations - NONE

L. Consent Agenda – Other Business Resolutions

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| L1. Approve the following Board of Education Meeting Minutes:

June 6, 2022 - Regular Board of Education Meeting “Celebration of Service”
June 8, 2022 – Special Meeting “Response to Grievance Hearing” | Minutes –
June 6, 2022
June 8, 2022 |
| L2. Approve the following Warrant Reports:

Check Warrant Report for A – 56: May 16 - 31, 2022
Check Warrant Report for HM21CO – 8: May 16 – 31, 2022
Check Warrant Report for A - 59: June 1 - 15, 2022
Check Warrant Report for HM18 - 6: June 1 - 15, 2022 | Warrant Reports |
| L3. Approve to declare the following items as Obsolete:

Delta Wood Shaper Model No. 43375 Serial No. 90L03191 (to be sold)
Dewalt Scroll Saw Model No. DW788 Serial No. 86314 (broken)
40’ Steel Cargo Container (orange)
40’ Steel Cargo Container (brown) | Obsolete items |

Regular Meeting – June 27, 2022

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| <p>L4. Approve the Gallagher Bassett Services Insurance Recovery and increase the budget in the amount of \$1,795.00 and authorize the use of funds for the repair of the loading dock.</p> | <p>Increase budget in the amount of \$1,795.00 – Gallagher Bassett Services Insurance Recovery</p> |
| <p>L5. Upon the recommendation of the Superintendent, to approve to fund the Capital Improvements Reserve Fund 2022 in an amount not to exceed \$2,500,000.00 for the fiscal year from the unappropriated fund balance as of June 30, 2022.</p> | <p>Fund Capital Improvement Reserve Fund – not to exceed \$2,500,000.00 for the fiscal year</p> |
| <p>L6. Upon the recommendation of the Superintendent, to approve to fund the Retirement Contribution Reserve Sub-Fund in an amount not to exceed 2% of the salaries of all TRS members paid during the preceding fiscal year from the unappropriated fund balance as of June 30, 2022.</p> | <p>Fund Retirement Contribution Reserve Sub-Fund – not to exceed 2%</p> |
| <p>L7. Accept the online bid for the 40’ Steel Cargo Container (orange) in the amount of \$3,700.00.</p> | <p>Accept Online Bid 40’ Steel Cargo Container (orange)</p> |
| <p>L8. Accept the online bid for the 40’ Steel Cargo Container (brown) in the amount of \$3,450.00.</p> | <p>Accept Online Bid 40’ Steel Cargo Container (brown)</p> |
| <p>L9. Approve the Treasurer’s Report for the month ending March 31, 2022.</p> | <p>Treasurer’s Report – March 31, 2022</p> |

Motion made by Patrick Howland Jr. and seconded by Betsy Kent for the Consent Items as listed above.

Motion Carried: Yes: 5 No: 0

M. Items removed from Consent Agenda - NONE

N. Adjourn at 7:33 PM.

Adjourn

Motion made by Michele Calladine and seconded by Kevin Walker for the Consent Items as listed above.

Motion Carried: Yes: 5 No: 0

 Jamie H. Coyle, District Clerk