

COPENHAGEN CENTRAL SCHOOL
REGULAR MONTHLY BOARD MEETING
DECEMBER 19, 2012

PRESIDENT ROBERT STACKEL, PRESIDING

BOARD MEMBERS PRESENT: BOARD MEMBERS ABSENT:

KOREEN G. FREEMAN
TROY W. BUCKLEY
PRUDENCE L. KUNERT
LYNN A. MURRAY
ALFRED E. TOMASELLI
KIM R. VOGT

OTHERS PRESENT:

SCOTT N. CONNELL, SUPERINTENDENT
NADINE O'SHAUGHNESSY, K-12 PRINCIPAL,
DALE R. MUNN, JR., DIRECTOR OF STUDENT SERVICES
MARCIA A. MUNDY, DISTRICT TREASURER
DOMENIC D'IMPERIO, BOCES LABOR RELATIONS SPECIALIST
MEGAN CROSS WITH SELECT BAND GROUP AND 4TH GRADE
BEGINNER GROUP

Both band groups performed a Christmas selection for the Board.

President Robert Stackel called this regular meeting of the Board Education to order at 1:40 p.m. The Pledge of Allegiance was said.

Meeting called to order

On motion of Prudence Kunert, seconded by Lynn Murray, the Board voted to approve previous minutes (Monday, November 26, 2012 regular meeting).

Approved previous minutes

VOTE: YES – 7; NO – 0

On motion of Kim Vogt, seconded by Koreen Freeman, the Board voted to approve Treasurer's Report, Warrants, and School Lunch Report, as presented.

Approved Treasurer's Report, Warrants and School Lunch Report

VOTE: YES – 7; NO – 0

On motion of Prudence Kunert, seconded by Troy Buckley, the Board voted to accept the revised agenda.

Accepted Revised Agenda

VOTE: YES – 7; NO - 0

Administrators' Reports: Mrs. O'Shaughnessy offered the following:

Student Highlights:

- ✓ BOCES was canceled for the day during our early dismissal on the 14th. Seniors were encouraged to come in during the morning periods 1-3 to get ahead on their research papers and anything else they have been feeling pressured about. Teachers and guidance offered their assistance.
- ✓ The annual PTO Evening with Santa was a huge success once again this year. Our new PTO members and officers were very impressed with the number of volunteers and community attendance.
- ✓ One of our district residents appeared on the cover of *Newsweek* in a saluting our heroes edition. That will be included on the Wall of Valor.
- ✓ The choral concert was pleasantly short and well organized. It was nice that the entire audience remained for the entire show. The same can be

said for the band concert. Both were finished by 7:00 which makes life easier for the families with younger children.

Administrative Highlights:

- ✓ All data chats have been completed for the first interim.
- ✓ Formal observations have begun and evidence is being gathered and reported on the new rubric in the management system, OASYS. Teachers seem to be adjusting to the new system fairly well.
- ✓ Copenhagen is serving as the administrative representation on the School Library System Council. This requires attendance at three SLS meetings per year.
- ✓ Several teachers continue to work with BOCES to develop the regional post assessments. Some of the materials are being edited and proofed by CCS administration.
- ✓ Teachers have been introduced with an initial overview of the new version of *engageny.org*.
- ✓ The next of our yearly lock-down drills has been conducted with no major concerns.
- ✓ Teachers have written their second interim assessment to be administered during a day in the interval January 14-25.

Upcoming events:

- ✓ Dec 2 - Chorus and Band perform at the Salmon Run Mall
- ✓ Jan 3 - Financial Aid Night
- ✓ Jan 4 - Senior College Forum
- ✓ Jan 9 - WorkForce 2020
- ✓ Jan 11 - Sophomore Visitation Day at BOCES and JCC
- Dance/Activity Night
- ✓ Jan 12 - STARS Outdoor Fun Day
- ✓ Jan 18 - RTTT Work Day – Early Dismissal

Mr. Munn offered the following:

- ✓ A great deal of the last few weeks has focused on the first round of data chats which are complete! Formal observations have begun and will be completed in March. The data management system, My Learning Plan, has been essential to managing the increased amount of evidence collected.
- ✓ We have provided the elementary staff with seminars on the role of the Occupational Therapist. Our therapist, Mr. Rick Rotondi is meeting with every grade level K-5 to discuss his role and the referral process.
- ✓ Parent conferences were well attended at the Elementary level. I had the opportunity to meet with several parents.
- ✓ CSE annual reviews continue at least two days a month. For students attending a program outside the district, meetings are held in that building giving the student, teachers and therapists the opportunities to attend. We have a small number of students who attend programs out of district and they are progressing.
- ✓ Response to Intervention (RTI) second screening of the year is taking place. All students in grades K-4 are screened in the area of reading. Students are diagnosed at-risk if they score at or below the at-risk line established by the RTI Committee. Progress is monitored and reviewed on a regular basis and after making consistent progress students interventions are reduced or discontinued.
- ✓ Primary Project is well underway. Ms. Kari Chavoustie, our Child Associate, sees twelve students weekly in grades K-2. Ms. Chavoustie and I meet on a weekly basis to discuss students concerns and progress.
- ✓ The implementation of the Common Core curriculum at the elementary school has changed what teachers have taught and how they teach in many ways. Many teachers have implemented ELA modules provided by NYS and aligned to the Common Core. These lesson plans, provide detailed guidance re: promoting the critical thinking skills described in the initiative. Their greatest weakness is the required time needed is inconsistent with our scheduled 90 minute literacy block. Math number sense is being developed through attacking problems in multiple different manners. NYS modules in mathematics have not been developed at the

same rate; however, we expect implementation with integrity to require a 90-120 minute math block.

Special Education

Date	CSE	CPSE	504
8/19/10	58	5	12
8/22/11	59	0	21
8/21/12	62	3	18
9/24/12	61	4	18
10/29/12	60	6	18
11/26/12	63	6	18
12/19/12	62	8	18

CSE – 1 transfer out

504 – no changes

CPSE – 2 pending referrals

Upcoming events:

January 3rd: Safety Committee Meeting

January 3rd: Financial Aid Night

January 16th: CSE Chairpersons Meeting @ Jefferson/Lewis BOCES

January 17th: Elementary Principals Meeting @ Jefferson/Lewis BOCES

January 18th: Early Dismissal @ 11:30 a.m. Staff Development

SUPERINTENDENT’S REPORT:

- With regard to negotiations between the Copenhagen Teachers’ Association and the school district, Superintendent Connell gave an introduction to the Board on some specifics. The contract term would be for four (4) years, from 2011-12 through 2014-15. The resulting memorandum of agreement was after 4-5 negotiating sessions and a mediation session with a State provided mediator from the Public Employees Relations Board this past summer. The agreed to total increases in salary were 2.0%, 2.0%, 2.5%, and 2.5% with a 2% increase in health insurance contributions by unit members in 2013-14 and a 1% increase in 2014-15. Mr. Connell relayed that the Memorandum of Agreement was approved by the Teachers’ Association by a two (2) vote majority with some members approaching the Superintendent with concerns about the MOA and the resulting contract terms, particularly the salary distribution, *after* the Association vote and ratification. The Superintendent commented that, upon advice from the BOCES Labor Relations Specialist, he directed unit members to their Association leadership and representatives for questions on the MOA vote, the ratification, and other related issues. He then turned the matter over to the BOCES Labor Relations Specialist for comments and questions from the Board.
- Mr. D’Imperio first commented on the issue of unit members approaching the Superintendent *after* voting on the contract. The Board was then at this point made aware that the process of a union vote on something like an MOA is an internal union matter governed by the unit’s by-laws and rules. Basically, the Superintendent did exactly the right thing by letting unit members know that they needed to work through their Association leadership and representatives if they had questions/concerns/comments about the voting on the MOA, but that the Taylor Law ties the District’s and the Superintendent’s hands in that they cannot interfere with internal Association matters. For the District’s part, the only thing that the law allows them to be concerned with is (1) did the parties finish negotiating an MOA and (2) did the Teachers’ Association ratify the MOA by a vote properly reported to the District so that the Board can then vote to approve and/or disapprove the MOA as well. The answer to both questions above was “yes”. Mr. D’Imperio stated that the bottom line with the Association vote on the MOA, if the District or the Superintendent were to start getting involved in internal Association matters, it would very likely subject to the District to

litigation and an improper practice charge before the New York State Public Employees' Relation Board.

- Thereafter, a number of Board Members then expressed questions and/or specifically, why they agreed to increase in salary for each of the four years concerns about the salary distributions as defined in the proposed MOA; were being distributed as they were and what happened in negotiations to get to the final point the District was now at with the MOA. Mr. D'Imperio explained that though it would not necessarily be advisable to go over every single detail and word spoken in the course of the negotiations, it was important for the Board to know that the final outcome was the result of not only negotiations, but by intervention and help from a PERB appointed mediator from this previous summer. Further, Mr. D'Imperio specifically noted that the Teachers' Association negotiating team should be commended for recognizing the difficult economic times the District faces by reaching an overall fair settlement on salary and increased health insurance contributions by unit members (the two issues that resulted in the parties requesting mediation help in the first instance).
- As to the Board specific questions regarding salary distributions in the agreement, Mr. D'Imperio explained that the salary distributions were going to be in the form of varying one-time salary increases added to base salaries for those unit members at the top step of the salary schedules with the remaining balance of money within the agreed to percentages in any given year being added to the overall salary schedules themselves for all other unit members. He explained that this agreed to distribution scenario was a final overall compromise between the parties resulting from a few firm positions taken by the District and the Association. The District insisted from the beginning of bargaining that (1) it could not agree to add "additional" steps to the salary schedule (which would result in paying even higher salaries into the future without negotiations because of the Triborough rule) AND (2) that the District had the right to review and approve any proposed salary schedules within the agreed to percentage increases for the effects it would have in future years (i.e., would it result in significantly increased future salary costs). On the other side of the negotiating table, one of the main concerns expressed by the Association's negotiating team (as best as could be recalled) was fairness in allocating raises, particularly where unit members at the top step of the schedule who didn't have any additional steps to move would get far lower percentage increase when compared to unit members still moving up steps.
- As to the Association's main point, Mr. D'Imperio pointed out to the Board and reminded those Board members present from last fall that the District actually sought to address the varying concerns raised by the Association (that of members at the top step get lower percentage increases) with the District's initial proposal from last fall, which was eliminating the salary schedules and replacing them with flat percentage increase for all unit members with a guaranteed minimum and maximum percentage increase for years when the parties could not come to agreement. This proposal was rejected by the Association along with a number of the District's other counter-proposals regarding variations for how agreed to salary increase would and/or could be distributed. The final salary proposal, of agreed to percentage increases for **overall** unit salary expenditures in specific years while taking into account salary distributions as described above, the end result of a number of different proposals/counter-proposals and negotiations. This final salary proposal, which is now a part of the proposed overall MOU currently before the Board for its consideration, was a method initially counter-proposed by the Association, ultimately reviewed by the BOCES LRS with the Superintendent, and subsequently approved by them with the Association.
- Mr. D'Imperio commented that while no agreement is ever perfect and will always represent a compromise between the parties with parts that

each party may prefer and other parts that are unpopular, it was his professional opinion that this agreement was the result of honest and good faith negotiations. Mr. D’Imperio ultimately concluded by stating that the Memorandum of Understanding had his best recommendation as it was his opinion that the resulting agreement was a good deal for the District.

- Mr. Connell advised the interview committee met and interviewed four candidates for the position of School Nurse and is recommending the Board hire Denean Clark, RN, who has been employed by BOCES for the past six years. Mrs. Clark brings to the job the ability for her to connect with other school nurses in the area as she has worked in many different buildings for BOCES.
- Mr. Connell advised the District has received a bid for a new fire alarm system for the bus garage in the amount of \$7,000.00.
- Mr. Connell advised Cathy Snyder would like the opportunity to talk to the Board about the 2013 senior trip to Florida during a work session if the Board is interested in hearing about it. The Board indicated they would like Mrs. Snyder to present.
- Mr. Connell informed the Board there will be a new process with regard to students buying ice cream in the cafeteria. Students will be required to finish their entire meal before they will be allowed to go back and purchase ice cream.
- Mr. Connell told the Board about his “dog fight” with SED as the District would like SED’s permission to allow students to use the calculators housed within students’ school-issued iPad for the state assessments, rather than spend \$4,000 to purchase new calculators. He explained there is an app which allows Mrs. Rowsam to lock out all other functions of the iPad except the calculator.
- In light of the school shootings which occurred at Sandy Hook Elementary, Mr. Connell apprised the Board of increased security measures the District is planning to take in order to make our building more secure, i.e. Mrs. Shambo’s office will become the *attendance office* and all visitors will be required to be signed in by a staff member and wear a “visitor badge”. They will also be required to sign out and return the badge when they leave the building. Parents will drop off and pick up their students from the attendance office. This includes sick children. The nurse will escort the students to the attendance office to discuss their symptoms and send them home. Student deliveries (such as forgotten homework, birthday cupcakes, cleats, etc.) will be made to the attendance office. A staff member will see that those items are delivered to the students. Students tardy to school will report to the attendance office to check in and obtain a pass to class. School taxes and UPS/FedEx deliveries will happen in the District Office.
- P.M.UPK parents and students will also come in the front door. They will congregate there and wait for the UPK teachers to come get them.

NEW BUSINESS:

On motion of Troy Buckley, seconded by Alfred Tomaselli, the Board voted to approve ratification of Memorandum of Understanding between the Copenhagen Central School District and the Copenhagen Teachers’ Association for Settlement of a New Collective Bargaining Agreement, as presented.

*Approved
ratification of
MOU w/CTA*

VOTE: YES – 7; NO – 0

On motion of Lynn Murray, seconded by Koreen Freeman, the Board voted to approve the appointment of the following staff:

- (a) Samantha Thomes – Substitute Teacher
- (b) Reappointment of David Hovendon as Substitute Teacher
- (c) Brittany Petrus – Substitute Nurse, pending fingerprint clearance
- (d) Lisa Tibbles – Substitute Teacher, pending fingerprint clearance

*Approved
appointment of
substitute staff*

- (e) Carrie L. Walseman - Substitute Nurse
- (f) Lynne S. Rigabar, Substitute Nurse, pending fingerprint clearance

VOTE: YES – 6; NO – 0; Abstain – 1
Mrs. Vogt

On motion of Prudence Kunert, seconded by Kim Vogt, the Board voted to approve recommendations from the Committee on Pre-School Special Education and the Committee on Special Education.

Approved recommendations from the Committee on Special Ed

VOTE: YES – 7; NO – 0

On motion of Koreen Freeman, seconded by Prudence Kunert, the Board voted to approve payment of contract for Health and Welfare Services for four Copenhagen District students attending non-public schools in the Beaver River School District for 2012 – 2013 in the amount of \$810.76.

Approved payment of contract for Health & Welfare Services

VOTE: YES – 7; NO – 0

On motion of Koreen Freeman, seconded by Troy Buckley, the Board voted to approve resolution to deem old speakers from Gymnasium A to be “surplus equipment”.

Approved resolution to deem old speakers from Gym A to be “surplus equipment”

VOTE: YES – 7; NO – 0

On motion of Prudence Kunert, seconded by Kim Vogt, the Board voted to approve Applications for Use of Facilities, as follows:

Approved Applications for Use of Facilities

- (a) Request from Steve Rogers, Cross Country Coach at South Jefferson, to use the faculty room for a meeting of area Cross Country Coaches (10 +/-) on Monday, December 17th starting at 6:00 p.m.
- (b) Request from Copenhagen PeeWee Wrestling to use facilities as outlined on page 2 of request (Registration, Practices, Spaghetti Dinner, and Play Night).
- (c) Request from the C.C.S. Booster Club to use the Cafeteria/Kitchen on December 28, 2012 from 6:00 a.m. to 5:00 p.m. for the purpose of serving food for Wrestling Tournament participants and spectators.

VOTE: YES – 6; NO – 0; Abstain – 1 (Mrs. Freeman)

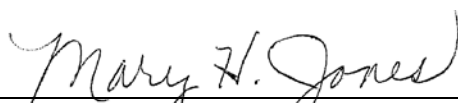
On motion of Koreen Freeman, seconded by Troy Buckley, the Board voted to appoint Denean Clark to a one-year probationary full-time School Nurse position, effective January 1, 2013, at an annual salary of \$34,200.00, pro-rated.

Approved the appointment of Denean Clark to a one-year probationary full-time School Nurse position

VOTE: YES – 7; NO – 0

At 3:00 p.m. and on motion of Koreen Freeman, seconded by Prudence Kunert, the Board voted to adjourn.

VOTE: YES – 7; NO – 0



School District Clerk