

Galway Central School District  
Board of Education Meeting  
MINUTES  
Thursday, December 15, 2011

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**Call to Order**

The meeting was called to order by Board President Cheryl Smith at 6:30 PM in the Large Group Instruction Room.

**Attendance**

Board Members Present: Nancy Lisicki, Thomas Rumsey, Dennis Schaperjahn, Joan Slagle  
Cheryl Smith, John Sutton, Janet Glenn

Board Members Absent: None (Joan Slagle arrived shortly after the meeting began.)

Others Present: Kimberly LaBelle, Superintendent of Schools; Linda Jackowski, Director of Pupil Services; Peter Bednarek Jr./Sr. High School Principal; Paul Berry, Director of Assessment, Technology & Student Affairs; Norman Griffin, Elementary School Principal, Galway Booster Club Representatives, community members, parents, students and teachers.

**Pledge of Allegiance**

Was recited.

**Additions to the Agenda**

Were noted.

**Public Comment on Agenda**

None

**Recognition**

1<sup>st</sup> Quarter Lions Club Citizenship awards were presented to 5<sup>th</sup> Grade student Emma Smith and 7<sup>th</sup> grade student Silvia Colangelo. Daniel Turner, 12<sup>th</sup> grade student, was not present to receive his award. They were congratulated on a job well done and presented with \$50 checks and award certificates.

**Educational Presentation**

Mr. Berry gave an update on Common Core implementation as follows:

Two themes that characterize the district's work with the Common Core State Standards (CCSS) are collaboration and adaptation. The CCSS are a set of K-12 academic standards for ELA, math and literacy. The CCSS is a state-led initiative that now includes 46 states. Our work with the standards has been in collaboration with our teachers. Beginning this summer, Jennifer Yerdon, Kurt Redman and Melanie McDonald charted the course for our work this year. Their work included the decision to have teachers complete a gap analysis of their classroom operational curriculum, represented in their curriculum map, and the teaching required to meet and exceed the CCSS. The curriculum and professional development committees have also supported our efforts. Alice Shearer, Brenda Peconie, Carla Gload, Nancy Christianson, Elaine Vandenberg, Denise Kalinkewicz, Sue Cole, Jennifer Suydam and Lin Jackowski have provided invaluable feedback in support of our CCSS work. To complete our work we have adapted CCSS documents and have adapted to the resources available to us. CCSS documents, including a gap analysis tool and individualized grade level standard documents were prepared for each teacher. We created a "gap analysis in progress" folder for teachers to save documents that would reflect their progress and we have adapted schedules to provide teachers time to complete the gap analysis and the development of units based upon the CCSS. Fifteen teachers have also taken advantage of CCSS training off campus.

Over the remaining months of the school year, four items will remain in our focus: 1. Unit plan development based upon the CCSS; 2. Injecting more rigor into classroom learning activities so that students will be prepared to perform well with the new standards and the new assessments based upon the standards; 3. An instructional shift toward the belief that each teacher is a teacher of reading, focusing on vocabulary and reading comprehension; and finally 4, finding and providing time for teachers to continue their work on CCSS.

### **Superintendent's Report**

Mrs. LaBelle received information concerning RFP's (Request for Proposals) to possibly outsource Cafeteria, Transportation and the Operations and Maintenance operations as a means to reduce costs. She obtained recommendations from several companies, the District Superintendent, area Superintendents, the School Attorney and a consultant who specializes in RFP's in cafeteria operations. Mrs. LaBelle stated that the process is not so easy because there is a CSEA contract in place.

**Mrs. LaBelle's recommendation to the Board is to only consider outsourcing the Transportation department and that the Cafeteria and Operations & Maintenance departments do not warrant outsourcing at this time.** She also felt that it might be a good idea to try one area at a time to see how it goes and also to keep in mind that there is a union in existence and anticipates this to be a lengthy process. John Sutton asked if the RFP would be issued by the next Board meeting. Mrs. LaBelle responded no because there are too many union issues that would interfere with this time period. It may feasibly, or hopefully, be ready by April but was not sure because we do not know what union issues there will be. Mrs. LaBelle stated that leasing instead of purchasing busses is currently being looked at because it is the only way we could afford new busses. She met with a transportation company and said we could outsource all or part of our entire fleet. They recommend keeping a director. Cheryl Smith asked about the cost of the consultant. Mrs. LaBelle is waiting to get this information. She discussed that the district significantly cut transportation staff and is now facing overtime issues and has been authorizing a lot of overtime recently. When talking to one Transportation company, the actual salary that bus drivers would receive if outsourced could be lower or equivalent to what they are making now but the opportunity to work more hours is greater and could result in drivers making more money than what they currently earn. State Aide would remain the same and the District would not have to purchase or lease buses. The District is in a bind right now with buses and that expense would be taken over by a privatized company. The school attorney advised that this is a very lengthy process because it is union related.

Mrs. LaBelle stated that outsourcing Food Service (cafeteria) is not warranted because they are running in the black. There is also a fund balance which reflects that they are financially doing OK. She said that there is opportunity for Cafeteria Manager shared services. It was asked if our Cafeteria Manager would be shared and Mrs. LaBelle replied that she would not be. The Board questioned if cafeteria services are actually running in the black or if it just appears so on paper. It was stated that a couple of years ago they were in the red and are now in the black. Nancy Lisicki stated that over \$1000 is owed for unpaid student meals. It was asked if the District ends up paying this if the money is not received. Mrs. LaBelle was not sure but did not think so. Many families are facing very difficult economic times. Even some on the free and reduced food program are struggling to pay.

Mrs. LaBelle talked with a representative from the NYS Association for Superintendents of School Buildings and Grounds. They conducted a facilities assessment of the district's building and facilities management operations in April, 2010. They were not in favor outsourcing these operations for various reasons. It has been found that in-house employees take more pride in what they do and stay on their jobs for long periods of time. It was stated that on paper it shows profit for 6 months and after that there is no profit in doing so. Districts that have outsourced are south of us, in Westchester County.

Thomas Rumsey stated that an RFP is not a commitment and did not see why we couldn't do an RFP for the cafeteria anyway. Mrs. LaBelle responded that it would not save us time or money at this time and that she didn't know what fees there would be. She suggested focusing on one area at a time. Cheryl Smith stated that the Academic Stakeholder's concern is not knowing. Janet Glenn said we need to know before we can even put a budget in place. Nancy Lisicki asked if it was labor intensive to do an RFP for the cafeteria. Mrs. LaBelle replied that it is labor intensive and that we are running OK in the cafeteria so it would not result in that much of a cost savings. A company that deals with O&M operations does not recommend outsourcing. Therefore, transportation is the area Mrs. LaBelle is recommending for the RFP.

Mr. Jim Dexter, BOCES District Superintendent of Schools, offered to do a presentation where he can talk about grant status, tax cap, impact of various issues facing small rural schools, etc. It can be held at a central location and opened up to other schools, community, etc. He did this in the North Country and it was well received.

Mrs. LaBelle asked that the Board of Education consider the recommendation to post Board of Education meeting minutes on the District web site after they are approved by the Board. Past practice has been to post them in draft form, before the Board has had an opportunity to read them, with a notation on the web site stating that they are in draft form until approved by the Board of Education at their next meeting. This has caused some confusion in the past. When revisions are made by the Board, a person looking at the minutes ahead of time may not know that a change was made. After looking at numerous school websites, Galway seems to be the only district that posts them before officially being approved by the Board of Education. John Sutton stated that he would like to hear input from the community before making a decision.

Mrs. LaBelle went over upcoming events including the January 12<sup>th</sup> Community Forum and some of the items that will appear on the January 26<sup>th</sup> Board meeting agenda.

### **Amendment of Consent Agenda**

**Motion: John Sutton**

**Second: Janet Glenn**

**All voted aye.**

**Motion Passed 7-0**

To amend the Consent Agenda to reflect references to Shot Clock changed to Timer as per the GTA contract. (Nancy Lisicki stated that titles of positions on the consent agenda should be the same as what is shown on the GTA Contract so the Board knows exactly what position a person is being appointed to before they approve the appointment. Mr. Bednarek stated that he supplied the list of positions that appeared on the consent agenda and titled one position Shot Clock when it really should have been titled Timer.)

### **Approval of Consent Agenda**

**Motion: Thomas Rumsey**

**Second: Dennis Schaperjahn**

**All voted aye.**

**Motion Passed 7-0**

To approve the following consent agenda.

CONSENT AGENDA

GALWAY CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION MEETING  
DECEMBER 15, 2011

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FINANCIAL REPORTS

- Accept November Student Activity Accounts Treasurer’s Report
- Accept November District Treasurer’s Report
- Budget Transfers

MINUTES

- Accept Board Meeting Minutes of November 17, 2011

PERSONNEL

Accept the resignation of Christine Buskey from her teacher aide position effective November 30, 2011.

Appoint Robert Marshall as a Bus Driver effective January 3, 2012 at a rate of \$16.01 per hour. He has fingerprint clearance.

Appoint Carol Mello as a Substitute Bus Driver effective December 16, 2011 at a rate of \$16.01 per hour. She has fingerprint clearance.

Appoint Kathy Morck as a Career Exploration Internship Program (CEIP) instructor at a stipend of \$2,300 for the 2011-12 school year.

Appoint Lucas Snow to Athletic Director Assistance effective December 16, 2011 – June 30, 2012 at a stipend of \$2,500.

Revise the appointment of Mark Swain as JV Boys Soccer Coach to reflect a stipend of \$420 instead of \$2,100 to reflect practice time prior to JV Boys Soccer being eliminated in the 2011-12 school year.

Approve a stipend of \$375 to Andrew Meyers for JV Basketball practice time prior to JV Boys Basketball being eliminated in the 2011-12 school year.

Appoint Bill Brooks as Scorekeeper/Timer for the 2011-12 school year at a rate of \$69 per event.

Appoint Paul Levin as Scorekeeper/Timer for the 2011-12 school year at a rate of \$69 per event.

Appoint the following for the 2011-12 school year:

- Sub. Weight Room Supervisor: Terri Atwell, Barbara Agresta, Lucas Snow
- Sub. Wrestling Chaperone: Cathy Malakauskas, Sarah Korona, Theresa Maloney, Terri Atwell, Geoff Maliszewski, Denise Kalinkewicz
- Sub. Girls’ Basketball Chaperone: Sarah Korona, Chris Kirvin, Theresa Maloney, Denise Kalinkewicz, Geoff Maliszewski, Terri Atwell, Barbara Agresta, Lucas Snow
- Sub. Boys’ Basketball Chaperone: Cathy Malakauskas, Sarah Korona, Chris Kirvin, Theresa Maloney, Denise Kalinkewicz, Geoff Maliszewski, Lucas Snow
- Sub. Girls’ Basketball Ticket Taker: Theresa Maloney, Denise Kalinkewicz, Geoff Maliszewski, Terri Atwell, Lucas Snow
- Sub. Wrestling Ticket Taker: Cathy Malakauskas, Bridget Garney, Denise Kalinkewicz, Terri Atwell, Theresa Maloney, Geoff Maliszewski
- Sub. Boys’ Basketball Ticket Taker: Cathy Malakauskas, Theresa Maloney, Denise Kalinkewicz, Geoff Maliszewski, Lucas Snow
- Sub. Boys’ Basketball ~~Shot Clock~~ Timer: Geoff Maliszewski, Paul Levin, Lucas Snow
- Sub. Boys’ Basketball Scorekeeper/Timer: Geoff Maliszewski, Lucas Snow
- Sub. Girls’ Basketball ~~Shot Clock~~ Timer: Geoff Maliszewski, Lucas Snow
- Sub. Girls’ Basketball Scorekeeper/Timer: Geoff Maliszewski
- Substitute Scorekeeper/Timer: Greg Birbilis

**BOARD MEMBER COMMENTS**

Nancy Lisicki asked what the qualifications were of a Weight Room Supervisor and what they do. The response was that they supervise those in the weight room for safety purposes and are required to have first aid and CPR certification. Cheryl Smith asked if it was open to the public and Mrs. LaBelle replied that it was not, only after school.

One person appointed as a substitute chaperone will be on a leave of absence and will not work in this capacity while on leave. The question of why we need so many substitute chaperones, timers, etc, came up. The response was because of availability and the requirement to be first aid and CPR certified.

John Sutton stated that the District received good news from the Governor. The Governor and legislative leaders announced agreement on a package of legislation which includes changes in state personal income tax rates which will lower rates for New Yorkers with incomes of \$40,000 - \$300,000 and raise them for taxpayers with incomes over \$2 million and generate an additional \$1.9 billion for the state. This is looked at as a positive development for schools. It is not known yet what the impact will be to Galway. All indications for now are the Governor does intend to recommend an increase in school aid. Discussion followed on possibility having to use capital share of the district's capital project. We have an opportunity to gain revenue, maybe \$160,000-200,000 and need to hear how people feel about it. It is difficult to do something that the board said three years ago we would not do, and now we want to use this money. This is something we should discuss in the future. The stakeholder council said they want to get the community involved; possibly get a fact sheet out so everyone understands the dire straights we are in. Thomas Rumsey said he didn't think anyone is held to something that we said we would do three years ago. Everyone he talks to said they didn't want to see a bare bones budget. Cheryl Smith said that some think that our increases have been small over the years in comparison to what other school have been doing and that our per pupil spending is not terribly high in comparison to other schools. Discussion will continue at the next Community Chat in January. Information will be sent out on a fact sheet or in letter format to the community. Thomas Rumsey said we need to come clean and inform the community of what our plan is before we move forward with negotiations. We may have more information for the February Community Chat. Cheryl Smith said that the community wants clear information on what they are voting on in May. Joan Slagle commented that we are a rural school when it comes to transportation and someone else may save a lot of money but we need to think about safety also.

**New Business**

**Motion: Nancy Lisicki                      Second: John Sutton                      All voted aye.                      Motion Passed 7-0**

To adopt Policy #1500 Public Use of School Facilities and Regulation #1500 which includes a fee schedule attachment. The above was adopted following a 2<sup>nd</sup> reading of the Policy and Regulation. It was stated that the fees shown on the fee schedule are not really fees; they are actually reimbursements for expenses incurred by the district. Insurance is now a requirement. If they do not have insurance and have been using district facilities, they will not be able to continue unless a certificate of insurance is provided.

Cost Savings Strategies

Dennis Schaperjahn asked if anyone has started to meet with people regarding cost saving ideas. He stated that he is willing to meet with anyone interested after school or when convenient. The GTA wants to meet with the Board to discuss cost saving strategies. Dennis Schaperjahn stated that he is willing to meet with them and basically listen and take notes and go from there. John Sutton stated that he thinks this is a good idea and said that Dennis Schaperjahn has been leading this effort and would be a good person to begin this endeavor. The Board agreed.

**Motion: John Sutton                      Second: Janet Glenn                      All voted aye.                      Motion Passed 7-0**

To approve Superintendent LaBelle's recommendation in regard to hiring a GTA consultant. Below is some information on this initiative:

Mrs. LaBelle met with administrators and looked at the GTA Consultant Proposal and defined a plan. The plan is to look at the AIS plan starting in the elementary school and then extend it to grades 7-12. This would include looking at current scheduling practices. After looking at elementary test scores, there was a concern about kids passing. She would like the consultant to meet with 6<sup>th</sup> grade teachers about their strategies and their delivery and how these practices could work in grades 3-5 since there is a significant jump when in 6<sup>th</sup> grade ELA and math. There is concern and we want to hear how the district can improve in this area. Ideas on how to increase effectiveness of parent volunteerism is also something of interest to us. The consultant has experience in this area.

### **Public Comment**

A parent stated that poor test grades may be the result of reading issues. She liked the idea of kids moving out of AIS when they were ready. She thanked Coach Kalinkewicz for efforts put forth with the walk through the trails during the holidays. She thanked Mr. Barrow for his huge efforts to make band work this year with one less person. She said that she can't thank him enough and that she really, really appreciates his hard work and dedication to our students.

Kathy Miller commented that it was a bad idea to wait a month to the next Board meeting to get Board Meeting Minutes out there because it gives the public one less month to act on it.

Discussion on the importance of keeping the community informed and making sure they understand the severe financial crisis the district is facing took place.

A Galway Booster Club representative stated that that they have a one million dollar insurance rider. A discussion on how the district wants the booster club to pay the social security share of coaches. They felt that the Booster Club does not employ the coaches, the district does and now FICA is being tacked on to them. Currently they have a credit to apply to spring sports and this money will have to come from there. Maybe they should get a bill before paying anything. They will have to earn a lot of money to cover this expense and it was not anticipated. They had no knowledge of having to pay this. John Sutton explained that paying social security for coaches is part of the district's expense and expressed thanks and appreciation to them for all their efforts. Mrs. LaBelle explained that the district had no idea what they were getting into with the Booster Club funding athletics and the Booster Club has been very patient. Comments out there are that the district is trying to nickel and dime them which is not the case and the social security costs were an oversight on the part of the district. It was stated that it was not included in the estimate of the Winter Sports and they thought they were all set with spring sports and now this. The Booster Club will now have to have another fundraiser to earn money and asked for a more accurate projection of costs in the future. It was said that it is embarrassing that a school our size cannot have a Boys JV Basketball team and there should be a study of what's happening with boys sports. It was said that there is something wrong with our program where we are not getting the interest in boys' sports. Girls' sports are OK, but not boys' sports, and something is inherently wrong with our sports' program. We are not getting the interest we should from our boys and it was suggested that the district hire an independent person and look into what's happening. It was noted that there are more girls in the class instead of boys. A discussion took place. It was suggested that the matter be looked into. This is the first time that Mrs. LaBelle heard of this concern.

**Executive Session**

**Motion: Thomas Rumsey      Second: John Sutton      All voted aye.      Motion Passed 7-0**  
To move into executive session at 7:55 PM for CSE/CPSE recommendations and negotiations.

**CSE/CPSE Recommendations**

**Motion: Janet Glenn      Second: Dennis Schaperjahn      All voted aye.      Motion Passed 7-0**  
To arrange placement of the following students as recommended by the CSE/CPSE: 6060, 4581, 4588, 5152, 4330, 4633, 6035, 2786, 3195, 3787, 6064.

**Regular Session**

**Motion: John Sutton      Second: Janet Glenn      All voted aye.      Motion Passed 7-0**  
To return to regular session at 9:50 PM.

**Adjournment**

**Motion: Thomas Rumsey      Second: Nancy Lisicki      All voted aye.      Motion Passed 7-0**  
To adjourn at 9:51 PM.

Respectfully submitted,  
*Linda M. Casatelli*  
Linda M. Casatelli  
District Clerk