

Galway Central School District  
BOARD OF EDUCATION MEETING  
MINUTES

Thursday, August 22, 2013

Executive Session – 5:30 PM     Regular Meeting – 6:30 PM  
High School Library

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EXECUTIVE SESSION

Motion was made by Dennis Schaperjahn, second by Thomas Rumsey  
Move into Executive Session at 5:30 PM in the High School Library to discuss grievances.  
All voted aye to approve the motion. 7-Yes 0-No

Present: Thomas Rumsey, President; Vice-President Dennis Schaperjahn; Joan Slagle,  
Melodye Eldeen, Nancy Lisicki, Jay Anderson, Laura Sakala

Board members absent: None

Motion was made by Thomas Rumsey, second by Dennis Schaperjahn  
To move out of Executive Session at 6:55 PM.  
All voted aye to approve the motion. 7-Yes 0-No

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CALL TO ORDER

The regular meeting was called to order at 7:03 PM in the High School Library.

PLEDGE OF ALLEGIANCE - was recited

ATTENDANCE

Present: Thomas Rumsey, President; Vice-President Dennis Schaperjahn; Joan Slagle,  
Melodye Eldeen, Nancy Lisicki, Jay Anderson, Laura Sakala

Board members absent: None

Others present: Linda Jackowski, Director of Pupil Services; Scot Carpenter, Network and  
Technology Coordinator; Barbara Sleight and Dody Seelow-Podolec, Mgmt.  
Confidential Employees; Beth Bourassa, School Attorney; Michael Healey, Jr./Sr.  
High School Principal; Brita Donovan, Jr./Sr. High School Associate Principal;  
Community Members, Faculty, Staff

ADDITIONS/REVISIONS TO THE AGENDA – Were noted

PUBLIC COMMENT ON AGENDA

PRESENTATIONS

An Energy Performance Contract Presentation took place from Donna Benwitz from Schneider  
Electric Co. for Board of Education consideration. Further information will be forthcoming.

## SUPERINTENDENT'S REPORT

Mr. Scott reported that Fire Inspections were conducted on August 8, 2013 for the 2013-14 school year. There were a few minor non-conformances in the Galway K-12 Facility that were immediately corrected. The Bus Garage, Grounds Maintenance Building, HS Storage Unit, the Storage Unit by the track, and the Conex Box at the Bus Garage did not receive any non-conformances. Fire inspection reports have been completed and mailed to the NYSED.

Mr. Scott also reported that the new Galway Superintendent of Schools, Mr. Shannon Shine, will begin employment in the District on Wednesday, August 28, 2013. Mr. Scott will come back to the District on Thursday, August 29, 2013 to go through some items with the new superintendent and is willing to return if needed to assist in the transition. Mr. Scott commented that Mr. Shine is very much on top of things and that there is a learning curve that will take time. He asked everyone to please keep in mind that Mr. Shine is a new Superintendent and to please give him some space while he learns more about his position and the history in Galway.

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## CONSENT AGENDA

Prior to approval of the Consent Agenda various comments were made:

Mr. Scott talked about the many personnel items on the agenda and how it is typical of school districts to have many resignations, appointments, and personnel revisions at this time of year. He also stated that at the Board retreat it was asked that the district look at the structure of the business office for efficiency purposes. The district has done that and as a result we will be requesting board approval to eliminate one Personnel Clerk position in the district and create one Payroll Clerk position instead later in the meeting. (See the New Business section of the agenda.)

Board members once again requested that they receive Budget Status Reports from our School Business Official because they do not understand the contents of the Treasurer's Reports that are given to them for approval. Nancy Lisicki stated that the board received some training when they became new board members but more is needed and asked that possibly Tim Hilker our School Business Official could arrange a tutorial to explain the Treasurer's Reports. Thomas Rumsey and others agreed. He said that the reports are pages of journal entries that do not make much sense and hopes that Mr. Hilker can find something better to give to them so they can understand the information. He asked that possibly Mr. Hilker could provide a summary chart or something to clarify the reports somehow. Joan Slagle stated that the Treasurer's Reports given to the Board are not the reports that were given to them in the past. They were provided with Budget Status reports although not on a regular basis. She said that if they could get those reports it would be very helpful.

Thomas Rumsey commented on the Student Activity Accounts Treasurer's Reports. He said that there are funds in the many club accounts where the students raised money and the money has remained in the account for a long time where it should be used within the school year which is not being done. He asked that the administration pay closer attention and understand the funds that we have and not fundraise if it is not necessary. People are getting tired of being asked for money all of the time and there are large amounts of money in some of the accounts. Laura Sakala commented that the Outdoor Education account, for instance, does have a lot on money in their account but it is only because they have not received a Camp Chingachgook bill yet. She also asked where the Rec Night money went to. Mr. Scott commented that if the account was closed the money usually gets divided between the student councils. Mr. Rumsey asked that we get that information from Mr. Hilker and get back to the Board.

Laura Sakala commented that coaches are being appointed tonight and that they already started and are practicing. She asked that they be put on the schedule ahead of time in the future so that Mrs. Donovan will know when to submit them for board approval. They need to be done prior to the start of the season.

Thomas Rumsey asked that when it comes to sports that the district stay away from weekends and the day before federal holidays and vacation times so that our students get the break they need.

Joan Slagle commented on the retirement of Barbara Sleight from her Personnel Clerk position. She stated that she appreciated all of her hard work in helping the board figure things out and thanked her for being very helpful with the PTSA. Congratulations were extended to her.

Motion was made by Nancy Lisicki, seconded by Jay Anderson

To approve the consent agenda with the following revisions made to the May 23 and July 9, 2013 Board meeting minutes: the May 23, 2013 minutes correctly reflected comments made by Thomas Rumsey during the additions/revisions to the agenda section of the meeting and did not require editing; the first sentence in the Board Member Comment section of the May 23, 2013 minutes should say *Soaring* into the future; add the following to the July 9, 2013 minutes - the names of Nancy Lisicki and Melodye Eldeen as those voting aye to appoint Laura Sakala as the Board Vice President and the names of Nancy Lisicki and Melodye Eldeen as those voting No to appoint Dennis Schaperjahn as the Board Vice President.

All voted aye to approve the motion. Motion passed 7-YES 0-NO

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## CONSENT AGENDA

### FINANCIAL REPORTS

Accept June and July, 2013 Student Activity Accounts Treasurer's Report.  
Accept District Treasurer's Reports for June, 2013  
Accept Budget Transfers if applicable.

### MINUTES

Accept May 23, June 27, and July 9, July 25, 2013 Board Meeting Minutes

### PERSONNEL

Accept the resignation of Emily Flores from her Science Teacher position effective July 3, 2013.

Accept the resignation of Mark Swain from his Business Teacher position effective July 19, 2013.

Accept the resignation of Chelsea Slosberg from her part-time English Teacher position effective August 28, 2013.

Accept the resignation of Richard Harris from his Auto Repairer position effective August 1, 2013.

Accept the resignation of Barbara Pawlowski as Internal Claims Auditor effective September 1, 2013.

Accept the resignation of Robin Mulvena from her Teacher Aide position effective May 31, 2013 and appoint her as a Substitute Teacher Aide at a rate of \$8.50 per hour effective June 1, 2013.

Accept the resignation of Barbara Sleight from her Personnel Clerk, Deputy Treasurer and School Election Chief Inspector/Co-Chairperson positions effective August 31, 2013 for retirement purposes as per the attached Management-Confidential Retirement Incentive Memorandum with thanks and appreciation for her many years of service.

CONSENT AGENDA (Continued)

Accept the resignation of Diane Tetlak from her Bus Driver position effective August 15, 2013 for retirement purposes as per the attached CSEA Retirement Incentive Memorandum with thanks and appreciation for her many years of service.

Approve an unpaid maternity leave of absence for Lauri Davis effective September 3, 2013 until approximately the first week in October, 2013 pending her physician's release to return to work.

Approve a paid/unpaid medical leave of absence for April Hall from her Bus Driver position effective September 3, 2013 until approximately January 6, 2014 or until her physician releases her to return to work.

Appoint Camilla Colangelo on a permanent basis to the position of School Secretary 10 Month + 20 days who successfully fulfilled the Civil Service Exam requirements for this position effective May 30, 2013.

Appoint Barbara Agresta as District Clerk effective July 1, 2013 for the 2013-14 school year at a rate of \$2,000/year.

Appoint Linda Casatelli as a Substitute District Clerk effective July 1, 2013 at her regular hourly rate of pay.

Appoint Barbara Hartz as a Substitute District Clerk effective July 1, 2013 at her regular hourly rate of pay.

Appoint Stacie Butterfield as a Substitute Cleaner/Custodian effective June 28, 2013 at a rate of \$11.11 per hour.

Appoint William Sutton as a Substitute Cleaner/Custodian effective July 18, 2013 at a rate of \$11.11 per hour.

Appoint Angel Cook as a Substitute Cleaner/Custodian effective June 27, 2013 at a rate of \$11.11 per hour.

Appoint Daniel Holbrook as a Substitute Auto Repairer effective August 1, 2013 at a rate of \$14.00 per hour.

Appoint Elizabeth Orzel as a 2013-14 Substitute Summer School Teacher Aide at her regular hourly teacher aide rate of pay.

Appoint the following bus drivers: (two are new positions; two are to replace drivers who retired)

Lisa DeRonda	Effective September 1, 2013	\$16.01/hour
Daniel Holbrook	Effective September 1, 2013	\$16.01/hour
Shirley Lang	Effective September 1, 2013	\$16.01/hour
Amanda Thomas-Riley	Effective September 1, 2013	\$16.01/hour

Math

Abolish one 1.0 Full-time Math Teacher position (previously held by David Fredette).

Create one .5 Part-time Math Teacher position.

Appoint Charles Diamond as a .5 Part-time Math Teacher effective September 1, 2013 – June 30, 2014 at Step M1 of the GTA salary schedule \$44,619 @ .5 = \$22,310/year.

## Art

Create one new Part-time .5 Art Teacher position.

Appoint Jennifer Marshall as a .5 Part-time Art Teacher effective September 1, 2013 – June 30, 2014 at Step M1 of the GTA salary schedule \$44,619 @ .5 = \$22,310/year.

## Technology and Enrichment

Abolish a .5 Technology Teacher Position and a .5 Enrichment Teacher Position (Previously held by Jared Marcantonio).

Create a .67 Grades K-12 Technology Teacher position.

Appoint Eric Fana as a .67 Part-time Technology Teacher-Grades K-12 effective September 1, 2013 – June 30, 2014 at Step B1 of the GTA salary schedule \$40,978 @ .67 = \$27,455 per year.

## Science

Replaces Emily Flores:

Appoint Jeannine Franze Bechand as a full-time 1.0 Science Teacher effective September 1, 2013 at Step M12 of the GTA salary schedule \$58,871/year. Jeannine is being recalled from the District's Preferred Eligibility List in accordance with NYS Education Law Article 61 Section 3013.

## Elementary

Appoint Dorothy Chynoweth as an Elementary Teacher effective September 1, 2013 at Step M15 of the GTA salary schedule \$62,773/year.

## Special Ed

Replaces Elizabeth Wilson:

Appoint Laura Moore as a Special Education Teacher effective September 1, 2013 at Step M1 of the GTA salary schedule \$44,619/year in the tenure area of Special Ed for a three year probationary period effective September 1, 2013 – June 30, 2016.

Create one new Special Ed Teacher position.

Appoint Scott Smith as a Special Ed Teacher effective September 1, 2013 at Step M1 of the GTA salary schedule \$44,619/year in the tenure area of Special Ed for a three year probationary period effective September 1, 2013 – June 30, 2016.

## Business

Replaces Mark Swain:

Appoint Daniel Mulroy as a Business Teacher effective September 1, 2013 at Step M1 of the GTA salary schedule \$44,619/year in the tenure area of Business for a three year probationary period effective September 1, 2013 – June 30, 2016.

## English

Appoint Stephen Hall as a .67 English Teacher effective September 1, 2013 – June 30, 2014 at Step M1 of the GTA salary schedule \$44,619 @ .67 = \$29,895/year.

## Spanish

Appoint Melissa London as a Substitute Spanish Teacher effective September 1, 2013 as per the SASIE Agreement.

## Teacher Aides

Reappoint the following teacher aides with the hours per day indicated below for the 2013-14 school year:

Atwell	Terri	5 .0 Hours Per Day
Bailey	Amanda	4 .5 Hours Per Day
Baker	Melody	5 .0 Hours Per Day
Bellon-Halligan	Valerie	5 .0 Hours Per Day
Bills	Lois	5 .0 Hours Per Day
Burdick	Carol	5 .0 Hours Per Day
Burke	Lori	5 .0 Hours Per Day
Butterfield	Stacie	5 .0 Hours Per Day
Crawford	Angela	5 .0 Hours Per Day
Cull	Tara	5 .0 Hours Per Day
Davis	Lauri	5 .0 Hours Per Day
Denison	Lisa	5 .0 Hours Per Day
Frasier	Barbara	5 .0 Hours Per Day
Gavrilcik	Joan	5 .0 Hours Per Day
Hanna	Deborah	2 .0 Hours Per Day
Howard	Emily	5 .0 Hours Per Day
Keller	Katherine	5 .0 Hours Per Day
Kopec	Elaine	5 .0 Hours Per Day
Koppenhafer	Lisanne	5 .0 Hours Per Day
Leitheuser	Dawn	5 .0 Hours Per Day
Lenz	Audrey	5 .0 Hours Per Day
Malakauskas	Cathy	5 .0 Hours Per Day
Moffatt	Karen	5 .0 Hours Per Day
Neahr	Deborah	5.5 Hours Per Day
Orzel	Elizabeth	5 .0 Hours Per Day
Pike	Linda	5 .0 Hours Per Day
Pokrzywka	Mary	5 .0 Hours Per Day
Smith	Gail	5 .0 Hours Per Day
Smith	Karli	5 .0 Hours Per Day
Smith	Kaitlin	5 .0 Hours Per Day
VanRijsewijk	Janet	5 .0 Hours Per Day
Visco	Barbara	5 .0 Hours Per Day
Wright	Susan	5 .0 Hours Per Day
Zarrelli	Lisa	4 .5 Hours Per Day

Appoint **2013-14 Fall Coaches** as shown below:

Boys Soccer

Varsity Boys Soccer	Rob Martin	Level B2	\$3,600
Varsity Assistant	Robert Hartman	Volunteer	0
JV Boys Soccer			
Modified Boys Soccer	Neal Evans	Level D	\$3,960

Girls Soccer

Varsity Girls Soccer	Paula Canell	Level C4	\$4,500
JV Girls Soccer	Deborah Wilday	Level D	\$4,590
Modified Girls Soccer	Paul Canary		

Volleyball

Varsity Volleyball	Jennifer Flinton	Level C4	\$4,500
JV Volleyball	Daniel Mulroy	Level A1	\$1,890
Modified Volleyball	Ethel Rubley	Level C4	\$3,060
Varsity Assistant	Laura Orminski	Volunteer	0

Cross Country

Varsity Cross Country	Geoff Maliszewski	Level D	\$5,400
Modified Cross Country	Judith Horigan	Level C1	\$3,060

Golf

Varsity Golf	Lynn Prehn	Level D	\$5,400
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Appoint 2013-14 Winter Coaches as shown below:

Boys Basketball

Varsity Boys Basketball	John Stevens	Level A2	\$3,600
JV Boys Basketball	Daniel Dineen	Level A2	\$2,700
Modified Boys Basketball	Jason Louder	Level B5	\$2,700

Girls Basketball

Varsity Girls Basketball	Deborah Wilday	Level D	\$6,300
JV Girls Basketball	Phillip Meashaw	Level C1	\$4,500
Modified Girls Basketball	Stuart Wilday	Level D	\$4,500

Wrestling

Varsity Wrestling	Michael Sartin	Level B5	\$4,500
JV Wrestling			
Modified Wrestling	Greg Birbilis	Level D	\$4,500

Cheerleading

Varsity Cheerleading	Karen Moffatt	Level B2	\$2,700
JV Cheerleading			

Approve co-curricular appointments (see attached).

***End of Consent Agenda***

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**BOARD MEMBER COMMENTS**

Dennis Schaperjahn commented that the building looks good and is ready for opening day. He thanked everyone for their efforts and hard work. Mr. Schaperjahn started cleaning the greenhouses and it looks like we need more than one person to do the work.

Mr. Rumsey asked to see the greenhouse contract to see what the district agreed to and to make sure that we can honor our commitment or refund money to the Dockstader Trust.

Nancy Lisicki stated that several teachers helped paint the school this summer and thanked them for their work. Jay Anderson apologized that he was not able to attend the board retreat due to employment commitments. Melodye Eldeen thanked everyone for having the recent Open House. It was a great opportunity for the parents and kids. Laura Sakala thanked teachers and everyone for the great clean up that took place on Route 147. Thomas Rumsey asked that maybe at the next meeting or sometime soon they could do a walkthrough of the building to see the new bleachers.

Mr. Rumsey asked if the Management-Confidential handbook was completed or had any revisions and it was stated that the handbook was completed with the assistance of Robert Schofield, School Attorney and approved by the Board with revisions. Mr. Rumsey stated that the handbook does not need to be reviewed annually and that revisions were included and approved already.

### NEW BUSINESS

Motion was made by Jay Anderson, seconded by Dennis Schaperjahn

Authorize the Board President to sign a Health & Welfare Services Contract with the Niskayuna Central School District for one (1) student residing in the Galway School District and attending a non-public school in the Niskayuna Central School District in the amount of \$500.01.

Authorize the Board President to sign a Health & Welfare Services Contract with the Shenendehowa Central School District for one (1) student residing in the Shenendehowa Central School District and attending a non-public school in the Shenendehowa Central School District in the amount of \$447.00

All voted aye to approve the motion. Motion passed 7-YES 0-NO

Motion was made by Dennis Schaperjahn, seconded by Joan Slagle

Approve a Junior Class educational trip to Salem, MA on Thursday, October 10, 2013 at no cost to the District.

All voted aye to approve the motion. Motion passed 7-YES 0-NO

Motion was made by Dennis Schaperjahn, seconded by Laura Sakala

Approve a 2% salary increase for all management-confidential employees effective July 1, 2013 with the exception of Amy Trigg who was appointed Cook-Manager at the June 27, 2013 Board meeting.

All voted aye to approve the motion. Motion passed 7-YES 0-NO

Motion was made by Laura Sakala, seconded by Nancy Lisicki

Establish a rate of pay of \$74/day for non-certified Substitute Teachers.

All voted aye to approve the motion. Motion passed 7-YES 0-NO

The Public Use of School Facilities Policy will be looked into in early September.

Motion was made by Melodye Eldeen, seconded by Laura Sakala

Approve April 22, 2014 as the date each component Board of Education shall conduct a public meeting for the purpose of adopting the 2014-15 BOCES Administrative Budget and voting for candidates for the BOCES Board of Education. The meeting will be held at 8:00 AM in the high school conference room.

All voted aye to approve the motion. Motion passed 7-YES 0-NO



Motion was made by Laura Sakala, seconded by Melodye Eldeen

Revise the date of the May, 2014 Board meeting from May 15, 2014 to May 22, 2014 so that May 21, 2014 election results can be accepted at this meeting.

All voted aye to approve the motion. Motion passed 7-YES 0-NO

Motion was made by Nancy Lisicki, seconded by Jay Anderson

Adopt the 2013-2014 tax warrant in the amount of \$9,585,389 and \$117,750 for the Library levy and that the collection period be established as follows:

August 30, 2013 through September 30, 2013 (no penalty)

October 1, 2013 through October 28, 2013 (2% penalty)

The tax levy amount of \$9,585,389 results in the following tax rates per thousand of assessed value.

The rate on true is 14.09.

Charlton	20.12	Amsterdam	140.85
Galway	25.15	Broadalbin	15.31
Milton	14.83	Glenville	14.83
Providence	70.43	Perth	23.09

All voted aye to approve the motion. Motion passed 7-YES 0-NO

Laura Sakala suggested that the district could possibly have a two or three year contract with a school physician instead of an annual contract and that Mr. Hilker please look into this.

Motion was made by Laura Sakala, seconded by Melodye Eldeen

Extend the 2012-13 Galway School Physician Contract with Saratoga Care-Galway Family Health Center for approximately two months until a subsequent contract is established.

All voted aye to approve the motion. Motion passed 7-YES 0-NO

Upstate Utilities and Consultants, Inc. provided the district with their services in reducing energy costs for several years at no cost and has saved the district several thousands of dollars. It was brought to the attention of Mr. Tim Hilker, School Business Official, in March, 2013 that their services were going to end and needed to be extended and it was not addressed until now. Upstate Utilities provides competition in setting rates for electricity and natural gas. They are a consulting firm that does the leg work of getting suppliers to compete with each other in providing the best price in utilities. The board was provided with information from the consultants showing the thousands of dollars saved by utilizing their services. The District is now is paying the National Grid supply rate for electricity with no competition at a much higher cost. We do not have natural gas in the district. Mr. Scott stated that the district will save over \$10,000 a year by utilizing their services and strongly recommended that these services be extended another year. The board agreed and Thomas Rumsey asked that maybe the district can look at other consultant firms next year that may even do better because there are a lot of them out there and it doesn't hurt to look to see who can provide us with the best prices.

Motion was made by Jay Anderson, seconded by Laura Sakala

Extend the services of Upstate Utilities & Consultants, Inc. in providing the district with their services in reducing energy costs to the District effective August 23, 2013 at no cost to the district as they have for the past several years.

All voted aye to approve the motion. Motion passed 7-YES 0-NO

Instead of filling one Cleaner vacancy, the District will be creating an additional Head Custodian position instead and filling that vacancy.

Motion was made by Laura Sakala, seconded by Jay Anderson

Eliminate one Cleaner position in the district and create one additional Head Custodian position instead.

All voted aye to approve the motion. Motion passed 7-YES 0-NO

Mr. Scott explained that the district wants to restructure the Business Office. Currently we have two Personnel Clerks with job descriptions that do not describe their actual responsibilities. One Personnel Clerk is retiring and she basically does accounts payable. Tim Hilker, School Business Official wants to create one Payroll Clerk position in place of one Personnel Clerk so it will better describe the duties and responsibilities of the position.

Motion was made by Dennis Schaperjahn, seconded by Jay Anderson

Eliminate one Personnel Clerk position in the district and create one Payroll Clerk position instead.

All voted aye to approve the motion. Motion passed 7-YES 0-NO

The board reported on their recent Board Retreat where they talked about the need for improving student performance, developing a better culture with everyone working together, to work together to have a much cleaner school and work at giving a better presentation of what we currently have at Galway. The Board looked at how this can be done what we can change or do to improve things. They talked about an internal work plan with short meetings involving teachers, employees and community members to see how to accomplish these things. Nancy Lisicki and Melodye Eldeen met with administrators to talk about taking broad goals and establishing data driven goals.

Motion was made by Jay Anderson, seconded by Melodye Eldeen

To approve the following board goals. (Sub goals for each of these goals are in the process of being developed collaboratively with input from teachers and administration and will be shared with faculty and staff upon completion).

Goal 1 – Targeting Achievement

Goal 2 – Success for ALL students

Goal 3 – Focus on the Power of Literacy

Goal 4 – Soaring to the Future: Common Core and Beyond

Goal 5 – Building a Culture of Achievement, Pride and Responsibility

All voted aye to approve the motion. Motion passed 7-YES 0-NO

The District is beginning a new “one run” bus run system at the start of school. Some parents have expressed concern about their children riding the bus with older students and have asked questions about what the plan is for keeping their children physically and socially/emotionally safe. A “Bus Ally” program has been established through the Galway Guidance Counselors. Upper class counselor nominated students will serve as Bus Allies on each bus. The main function of a Bus Ally is to ensure the physical, emotional and social well being of the younger students. This will involve general supervision, offering reassurance, answering questions and serving as a liaison between the younger students and the driver. Elementary students will sit towards the front of the bus, with upper class students seated to the rear. Cameras are installed on all buses and will record all bus runs. Bus misbehaviors by older students (all students actually) will result in a revocation of bus riding privileges for a time. The rule of thumb is that if you do not behave on the bus then you do not ride the bus. The goal is to keep the bus a respectful and safe place for all riders.

Elementary students will get off the first upon arrival to school and will enter the school at their own entrance. Elementary students will come from their own exit and board the busses in the afternoon after the majority of Jr./Sr. High students are on board. This information has been placed on the District Website, sent home to parents and publicized in the District Newsletter.

#### PUBLIC COMMENT

Barbara Sleight, Management-Confidential employee who is retiring on August 31, 2013, spoke to the Board regarding her concerns as a Management-Confidential employee in the district for over 20 years. She asked that the board understand just how their decisions affect each one of us. Although the Board can change anything they want, at anytime that they want, they should keep in mind that management-confidential employees work on a school year basis that begins on July 1<sup>st</sup> of each year. She asked that out of fairness and respect, any discussions or decisions involving management-confidential employees should be completed by the end of April of each year before the budget vote instead of at the Board's whim, where at any time the board can change anything they want. She said "You don't know how your decisions affect everyone" and to please keep that in mind.

Mrs. Sleight thanked Mr. Scott, Interim Superintendent of Schools, for all he has done for the district and stated that she enjoyed working with him.

#### EXECUTIVE SESSION

Motion was made by Laura Sakala, Second by Dennis Schaperjahn to move into executive session at 8:02 PM for CSE/CPSE recommendations and grievances.

All voted Aye to approve the motion. Motion Passed 7 - Yes 0 - No

#### REGULAR SESSION

Motion was made by Dennis Schaperjahn, Second by Nancy Lisicki to return to regular session at 10:55 PM.

All voted Aye to approve the motion. Motion Passed 7 - Yes 0 - No

#### CSE/CPSE RECOMMENDATIONS

Motion was made by Nancy Lisicki, Second by Dennis Schaperjahn to approve CSE/CPSE recommendations for the following students: 2688, 5326, 5316, 6269, 5450, 5213, 3775, 6290, 4569, 6100, 6044, 3843, 5154, 5041, 3236, 6185, 6184, 3538, 4638, 5170, 5556, 5552, 6186, 5399, 3368, 3810, 3454, 4594, 6271, 6012

All voted Aye to approve the motion. Motion Passed 7 - Yes 0 - No

#### ADJOURNMENT

Motion was made by Nancy Lisicki, Second by Dennis Schaperjahn to adjourn at 11:00 PM.

All voted Aye to approve the motion. Motion Passed 7 - Yes 0 - No

Respectfully submitted,

*Linda M. Casatelli*

Linda M. Casatelli, Substitute District Clerk

Attachments: Co-curricular Appointments  
Retirement Incentives-Management Confidential, CSEA

2013-14  
CO-CURRICULAR RECOMMENDATIONS

Position	2012-16
After School ELA/Math and Homework Lab (Per Hour) Carrie Herron Denise Kalinkewicz Dorothy Chynoweth Jennifer Suydam Charmaine Hutcheson Sara Korona Denise Kalinkewicz Deborah Hutchinson	\$42/hour
Art Club Advisor Lynn Wasserman	\$1,030
Banana Splits (up to 4) Dorothy Chynoweth Lucinda Ormiston	\$303 ea.
Camp Chingachgook Coordinator Paula Canell	\$203
Chaperone-Dances (per night) Melanie McDonald Sara Korona Jim Reynolds Elaine Vandenburg Karen Decker Lynn Wasserman Brenda Peconie Carrie Herron Melody Baker Cathy Malakauskas Tara Cull Terri Atwell	\$83/night
Chaperone-NYSSMA Activities** (per hour) Gary Barrow Mellenie Booth	\$21/hour
Detention Supervisor Melanie McDonald Joanne Donnan	\$29/hour
Chamber Singers (C & T) Mellenie Booth	\$1,922
Fitness Center Supervisor** (per hour) Terri Atwell Mike Sartin Tracy Smith Barbara Agresta Janet VanRijsewijk Rose Scheuer	\$21/hour
Elementary Band	\$356

Elementary Chaperones (For Grades 1-3 Concert) Lynn Wasserman Jo-Anne Curtis Deborah Hutchinson Kathleen DiBlasi Lucinda Ormiston Barbara Agresta Janet VanRijsewijk Deborah Neahr Cathy Malakauskas	\$25/hour
Elementary Chaperone (Camp Chingachgook) (per night) Rachel Montalbano Mark Kalinkewicz Carol Remscheid Bradley Johnson Melissa Cornthwaite	\$81 per night
Footprint Advisor Kristin Ostrander	\$961
Freshmen Class Advisor Denise Kalinkewicz	\$1,139
GTV Advisor Kristin Ostrander	\$2,135
Jazz Band Gary Barrow	\$1,922
Junior Class Advisor Kristyn Akin	\$1,709
Literary Magazine Melanie McDonald	\$1,353
Marine Biology Club Advisor Jim Reynolds	\$498
National Honor Society Joanne Donnan	\$1,282
National Junior Honor Society Carrie Herron	\$1,282
Odyssey of the Mind (One Coordinator)	\$405
Odyssey of the Mind Team Leaders (Volunteers)	Volunteers
SADD Co-Advisors Maureen Mierzwa Christine Bornt	\$997 (498.50 ea.)
Science Club Advisor Paul Levin	\$498
Senior Class Advisor Jennifer Gerber	\$1,994
Ski Club	\$498
Sophomore Class Co-Advisors Carrie Herron Jim Reynolds	\$1,424 (\$712 each)
Spring Play Production – Musical Director Mellenie Booth	\$1,566
Spring Play Production – Director	\$1,566

Student Senate - High School Co-Advisors Denise Kalinkewicz Chris Kirvin	\$1,851 (\$925.50 ea.)
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Summer Art Fair Advisor (per hour) Deborah Neahr Karen Moffatt	<b>APPOINTED ON 6/27/13</b> <b>APPOINTED ON 6/27/13</b>	\$29/hour shared for up to 4 hrs.
Yearbook – Elementary David Nettleton		\$532
Yearbook - High School David Nettleton		\$1,994
Audio Visual Supervisor Amy Derwin		\$2,689
Web Master/Cyber Club Advisor		\$2,689
Ticket Sales (per night) Sara Korona Jennifer Suydam Barbara Agresta Melody Baker Tracy Smith Tara Cull Terri Atwell Cathy Malakauskas		\$62
Chaperone-Basketball/Wrestling/Volleyball (as needed) per night Sara Korona Melanie McDonald Jo-Anne Curtis Brenda Peconie Lucinda Ormiston Barbara Agresta Tracy Smith Rose Scheuer Tara Cull Terri Atwell Katherine Keller Cathy Malakauskas		\$81
Supervisor - bus or game (per night) (Head Chaperone)		\$93
Scorekeeper (per night)		\$62
Timer (per night)		\$62

The Association agrees that the District will secure volunteers for sporting events (ticket sales, chaperones, scorekeepers which includes book and clock). In the event that the District cannot secure volunteers, the work will be offered to unit members as a paid position prior to offering the work to interested individuals outside the unit. Paid positions are according to Appendix B in the unit agreement. The District commits to use savings realized as a consequence of this concession during the 2012-2013 school year to create before-school and/or after-school remedial programs for elementary students.

## Attachment – Retirement Incentive, Management-Confidential

TO: Managerial/Confidential Employees  
FROM: William F. Scott  
Interim Superintendent of Schools  
DATE: June 28, 2013  
RE: Retirement Incentive

The Board of Education of the Galway Central School District (the “District”) is pleased to offer a retirement incentive to all managerial-confidential (“MC”) employees who meet the eligibility criteria set forth below. This is a one-time offer that will expire on August 1, 2013, for retirements with an effective date on or before August 31, 2013. After August 31, 2013, retirement and other separation benefits shall be controlled solely by the terms of the MC Handbook.

### Eligibility Criteria

1. The MC employee must be at least 55 years of age as of August 1, 2013.
2. The MC employee must have at least 20 years of service in the District as of August 1, 2013.
3. On or before August 1, 2013, the MC employee must submit an irrevocable letter of resignation with an effective date no later than August 31, 2013.

### Retirement Incentive

Eligible employees who retire on or before August 31, 2013 will receive the following benefits:

1. The MC employee shall receive, as a deposit to his or her 403(b) account, an \$8,000 employer non-elective contribution, deposited no later than September 30, 2013. This payment shall be in lieu of the \$2,000 service award set forth in § 3.9 of the MC Handbook, and the notice and ERS-eligibility requirements of § 3.9 shall not apply.
2. The MC employee shall receive, as an additional deposit to his or her 403(b) account, an employer non-elective contribution in the amount of \$20 per day for his or her accrued unused sick leave, deposited no later than September 30, 2013. Provided, however, that only the unused portion of a *pro rata* share of sick days accrued as of July 1, 2013 for the 2013-2014 school year shall be compensated pursuant to this paragraph. Pro rata allocations for 2013-14 will be computed as 1/12<sup>th</sup> of the annual entitlement for each of the months July & August 2013 worked.
3. Accrued, unused vacation days shall be paid, as taxable income, at the rate of 1/240<sup>th</sup> of salary, pursuant to § 12.4 of the MC Handbook. Such payment shall be made on the next regular payroll date after August 31, 2013. Provided, however, that only the unused portion of a *pro rata* share of any vacation days accrued as of July 1, 2013 for the 2013-2014 school year shall be compensated pursuant to this paragraph. Pro rata allocations for 2013-14 will be computed as 1/12<sup>th</sup> of the annual entitlement for each of the months July & August 2013 worked.
4. Retiree health insurance benefits shall be governed by § 3.10 of the MC Handbook, except that the requirement for “full” ERS retirement eligibility shall be waived.

Please do not hesitate to contact me or Mr. Hilker if you have any questions.

cc: Timothy Hilker, School Business Administrator

## Attachment – Retirement Incentive, CSEA

### MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) is entered into by and between the Galway Central School District (the “District”), the Civil Service Employees Association, Local 1000 AFSCME, AFL-CIO (“CSEA”).

**WHEREAS**, the District and CSEA are parties to a collective bargaining agreement for the period of July 1, 2010 – June 30, 2013 (the “Agreement”); and

**WHEREAS**, the parties wish to amend the Agreement with respect to an early retirement incentive for certain eligible employees, for a limited period of time;

**NOW, THEREFORE**, the parties **AGREE** that:

1. Eligibility Criteria

To be eligible for the retirement incentive set forth in this MOA, the employee must:

- a) Be a level 1A, 1AA or 1B employee, as defined in the Agreement;
- b) Be at least 55 years of age, with at least 20 years of service in the District, or be at least 50 years of age, with at least 30 years of service in the District; and
- c) Within 30 days after the execution of this Agreement, submit an irrevocable letter of resignation for purposes of retirement from the District with an effective date no later than August 31, 2013.

2. Retirement Incentive

- a) Service Award: The eligible employee shall receive a lump sum cash service award in the gross amount of \$8,000, less applicable withholdings and deductions, to be paid not later than September 30, 2013.
- b) Sick Leave Payout: In lieu of any other sick leave payment or credit for unused sick leave provided for in the Agreement, the eligible employee



## Attachment – Retirement Incentive, CSEA (Continued)

shall receive an additional payment in the gross amount of \$20 per day for accrued unused sick leave, provided, however, that only unused portion of a pro rata share of sick days accrued as of July 1, 2013 for the 2013-2014 school year (1/12 of the total days per month for July and August, 2013) shall be compensated. Payment for accrued unused sick leave, less applicable withholdings, shall be paid not later than September 30, 2013.

- c) Vacation Payout: In lieu of any other vacation leave payment or credit for unused vacation leave provided for in the Agreement, the eligible employee shall receive an additional payment in the gross amount of \$50 per day for accrued unused vacation leave, provided, however, that only unused portion of a pro rata share of vacation days accrued as of July 1, 2013 for the 2013-2014 school year (1/12 of the total days per month for July and August, 2013) shall be compensated. Payment for accrued unused vacation leave, less applicable withholdings, shall be paid not later than September 30, 2013.
- d) Health Insurance: An eligible employee shall receive health insurance benefits in retirement pursuant to Article VII, Section 9, subparagraphs 1-3 of the Agreement. The District will waive any requirement that the eligible employee must be “fully eligible to retire” pursuant to the rules of the New York State Employees Retirement System (“ERS”). The eligible employee need not pass directly from the employ of the District into status as ERS retiree, provided, however, that the eligible employee shall not reapply for employment by the District.

### 3. Waiver

An eligible employee who elects the retirement incentive provided in paragraph 2 of this MOA shall not be eligible for, and expressly waives, any and all claims to any other separation or retirement benefits provided in the Agreement, including but not limited to:

- Article VII, Section 9, subparagraph 4
- Article XI, Section 6
- Article XI, Section 10
- Article XVIII, Sections 4 and 5

### 4. Sunset Clause

The terms of this MOA shall sunset on August 31, 2013. Any employee who retires or resigns after August 31, 2013 shall not be eligible for any of the retirement incentive benefits provided by this MOA, and must meet all contractual criteria for any and all separation and/or retirement benefits provided in the Agreement.

**Attachment – Retirement Incentive, CSEA (Continued)**

5. Approval

This MOA shall not become effective unless and until it is approved by the District's Board of Education.

**GALWAY CENTRAL SCHOOL DISTRICT**

**CSEA**

By: William F. Scott  
**William F. Scott**  
**Interim Superintendent of Schools**

Date: 7-23-13

By: Christine M. DeCristofaro  
**Christine DeCristofaro**  
**President**

Date: July 23, 2013

By: Thomas Rumsey  
**Thomas Rumsey**  
**President, Board of Education**

Date: 15 AUG 13