

**MINUTES OF BOARD OF EDUCATION MEETING  
September 23, 2008 - 7:00 P.M.  
Honeoye Falls-Lima Central School District  
High School Board of Education Conference Room  
Honeoye Falls NY 14472**

**Board Members Present:** President Richard Rasmussen, Chuck Allan, C. Harold Gaffin, Linda Hunt, Shawn Krest, Ronald Mendrick, Janet Somes, Gary Stottler.

**Staff Members Present:** Superintendent Dr. Michelle Kavanaugh, Allison Armstrong, Philip Burrows, Brian Donohue, Ed Johnson, and Renee Williams.

**Others Present:** *Per sign in sheets that are duly made a part of these minutes.*

**1. Meeting Called to Order**

President Rasmussen called the meeting to order at 7:06 p.m.

A. Board Members Absent: Robert Willison, and student representative, Jyothi Purushotham.

**2. Call for Executive Session**

**Motion** by Mrs. Hunt, seconded by Mr. Mendrick, to move to Executive Session at 6:05 p.m. for the purpose of discussion of the medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation. **Approved** unanimously.

**3. Return to Public Session**

**Motion** by Mr. Mendrick, seconded by Mr. Stottler, to return to Public Session at 7:06p.m.  
**Approved** unanimously.

**4. Approval of Agenda**

**Motion** by Mrs. Hunt, seconded by Mr. Mendrick, to approve the agenda as presented. **Approved** unanimously.

Dick Rasmussen, BOE President, clarified that a PBAC Committee update was provided at the seating of the BOE.

**5. Consensus Agenda**

**Motion** by Mr. Mendrick, seconded by Mr. Stottler, to approve the items designated as Consensus Agenda items.

A. Approval of Minutes of the September 9, 2008 Board Meeting

B. Approval of Bill Schedule # 2

The District's Claims Auditor has certified the audit of General Fund Bill Schedule #2 , 239 checks in number, in the total amount of \$1,160,583.49 dating from august 22, 2008 through September 16, 2008.

C. Approval of Personnel

TEACHING APPOINTMENT

BONNIE WADACH

Speech Therapist

K - 12

7373 Ziegler Drive

Lima NY 14485

Salary: \$49,416 (annual salary to be prorated to effective dates of employment)

Effective: 9/18/08 – 1/29/09

Education: Nazareth College, MS

SUNY Geneseo, BS

Experience: Honeoye Falls-Lima School District, Reading Teacher, 2002

Honeoye Falls-Lima School District, Special Education Teacher, 2003-04

Honeoye Falls-Lima School District, Special Education Teacher, 1983-88

Certification: Permanent Special Education, Reading

Replacement position for teacher on medical leave

REGULAR TEACHING APPOINTMENT

CATHERINE BAIER

Spanish (Kindergarten)

Lima Primary School

2131 County Road 35; PO Box 30

West Bloomfield NY 14585

Effective: 7/1/08 – 6/30/09

Conditional appointment was approved at the 6/24/08 BOE meeting

Full fingerprint clearance received 9/10/08, making this a regular teaching appointment

CURRICULUM WRITING APPOINTMENTS

<u>Last Name</u>	<u>First Name</u>	<u>Curricular Area</u>	<u># Days</u>
Reichman	Alex	Literacy Guide	1.0

Stipend as per teacher contract = \$214.40 per day

Effective: 7/1/08 – 6/30/09

ASSIGNMENT TRANSFER PREPARATION

<u>Last Name</u>	<u>First Name</u>	<u>Teacher Preparation</u>	<u># Days</u>
Wilson	Patrick	Assignment Transfer Prep	1.0

Stipend as per teacher contract = \$214.40 per day

Effective: 7/1/08 – 6/30/09

DRIVER EDUCATION APPOINTMENT

DAN GRUSCHOW Driver Education

High School

Salary: \$12,720

60 students (class and driving) @\$212 per student as per teacher contract

Was approved on 8/26/08 for 68 students and is now reduced to 60 students (\$14,416)

Effective: 9/1/07 – 1/29/09

RALPH CLAPP Driver Education High School

Salary: \$1,696

8 students (class and driving) @\$212 per student as per teacher contract

Effective: 9/1/07 – 1/29/09

TEACHING SUBSTITUTE APPOINTMENTS

BRENDA MCBRIDE-PIAZZA K-12

7 Lantern Lane

Honeoye Falls, NY 14472

EMERGENCY CONDITIONAL NON-TEACHING APPOINTMENT

LAURA DOERRER Lunchroom Monitor

Lima Primary School

583 Mendon-Ionia Road

Honeoye Falls, NY 14472

Effective: 9/1/08

Salary: \$7.50/hr.

NON-TEACHING SUBSTITUTE APPOINTMENT

JOHN OLIPHANT Paraprofessional

1708 Rochester Street

Lima, NY 14485

MARTHA HOH Paraprofessional

46 East Street

Honeoye Falls, NY 14472

Secretary

EMERGENCY CONDITIONAL NON-TEACHING SUBSTITUTE APPOINTMENT

ADAM KERR Cleaner

Buildings and Grounds

7027 Rush-Lima Road

Honeoye Falls, NY 14472

LAURA DOERRER Secretary

583 Mendon-Ionia Road

Honeoye Falls, NY 14472

Effective: 9/1/08

KELLY MCDERMOTT Secretary

1449 Rochester Street, #24

Lima, NY 14485

Lunchroom Monitor

Food Service

NON-TEACHING STUDENT APPOINTMENT

MICHAEL WEIGAND Lifeguard/WSI Aide

38 Paper Mill Street

Honeoye Falls, NY 14472

Salary: \$7.15/hr.

NON-TEACHING SIX-MONTH SALARY REVIEW INCREASE

CHARILYN BUCHANAN Secretary II

High School

Six-Month Salary Review Increase as per contract; equal to 5% of current salary

Salary: \$12.00 per hour to increase to \$12.60 per hour

Effective: 9/6/08

D. Approval of Committee on Preschool Special Education Recommendations

E. Approval of Committee on Special Education Recommendations

**Approved** unanimously.

6. **Open Forum**

Ian Powell, village resident with four children in the HF-L district addressed the board with his opinion about the proposed move to the Monroe County Athletic League. He spoke about mileage factor and having enough time to travel to attend the games. He stated that, many times the parents are unable to travel the distance to attend the games. He added that in the Monroe County League, children, who are in both JV and Varsity levels, would have the opportunity to play back to back, geographically closer to Rochester.

Jerry Kosminski, of Parkview Manor, has coached high school sports. His main concern is also geography. He shared his opinion that multiple sports are difficult to play when students are not getting home until late at night and have homework to consider. Students are more apt to drop a sport due to being unable to tolerate the time involved. He feels that life lessons are not being taught and overpowering teams is not healthy. He is in favor of the Monroe County League Affiliation.

Jim Smith, village resident, addressed the board regarding the proposed Monroe County League Affiliation. He shared that he has a JV player who returned home from a game last night at 10pm. He was up doing homework until midnight. He is in favor of the move to Monroe County.

Jim LeGrett, resident, shared with the board that he has both varsity level and junior varsity level daughters in sports at HF-L. He believes that competition continues to deteriorate in Livingston County. He feels the wins come too easy and leave too many lop-sided outcomes. He is in favor of the move to the Monroe County league.

Dennis Segreue, of Mendon, spoke in favor of moving our sports teams to Monroe County for similar reasons. He stated that the fiscal responsibility with rising fuel costs, as well as the wear and tear on our buses, is reason enough. But, he added, that he feels that competition and learning are not taking place when HF-L is dominating in many sports. He shared that a 50-10 win is not good for anyone. Appropriate levels of competition are needed. He favors the move to the Monroe County League.

Jason Bovenzi, of Hopper Hills, has a 7-year old and twin 5-year olds. He and his wife moved their family here four years ago with a hesitation due to the distance to travel for sports. Enrollment and geography are two main reasons that he and his wife support the move to the Monroe County League. He shared a personal experience of coaching a small team in E. Rochester and decided to move to Fingerlakes region because his small teams were being demoralized. He has seen this from the other side. He feels that HF-L students are not able to compete and the district is prohibiting that learning. He presently teaches and coaches in Pittsford so knows the level of competition and feels that HF-L is a fit.

Pete Burnett, Lima resident, stated why he is against the move. The level of competition did not hold through with Bath and others. He asked the board to consider also that the fiscal responsibility of moving to Monroe County involves hiring more coaches for more teams and the cost compared to the travel costs, it is not financially responsible. He feels that presently HF-L has a "best of both worlds situation". He asked how often the review committee has met and questions if it has been often enough. Pete's wife, Judy Burnett spoke to the board stating that buses are coming home empty because parents are attending the games and distance is not an issue.

Scott Davis, resident, HF-L teacher, assistant college coach and previous sports coach for a large district in Monroe County, and presently serving on the league affiliation committee, spoke regarding the proposed league affiliation. He offered the brochure which he developed through the committee and encouraged all interested parties to read it. He stated that a lot of data and information is provided and asked the board to use it to help make their decision.

## 7. **Board of Education Report**

### A. Announcements

#### 1. Capital Project Update – Christa Construction

Bob Roberts, from Christa Construction Company, provided an update to the board stating that all of the goals were achieved over the summer. The schedule will be completed this week for the remainder of the project. Roof work at Lima and Manor is being completed at the present time. Boiler work is being done at Lima Primary School. Work has been completed on the unit in A-gym and HVAC work in the support service bldg. will be completed before January. Fifty percent of the work will be done by June. Mr. Roberts reminded the board that, at the last meeting, they elected not to take the deduct work at the Transportation Bldg. and estimated that an additional \$50,000 is needed for the canopy at the transportation department. He is preparing figures on deduct items that may well afford the changes at transportation.

Bob Roberts and Mike Ebertz, of SEI Design, followed-up regarding the domestic hot water system in the boiler room. Sump pumps were purchased and plumbing engineers have proposed a concept to place a sensor above the floor by 2-inches, which will automatically shut off if water is present at that level. An alarm will sound and update all maintenance personnel on their beepers. This will not be expensive and should be available in a few weeks.

Dick Rasmussen asked how quickly we would need to make a decision on completion of the transportation work. Bob Roberts and Mike Ebertz clarified that, if an answer can be determined in the month of October, the completion of the project can take place before January. Otherwise, the district can wait until Spring and make a determination.

Mike Ebertz stated that if the board can expedite this process, potential repair costs can be avoided. The board felt that a recommendation could be made by our first meeting in October if deducts were enough to fund the canopy project.

Mike Ebertz spoke about aspects of the project related to technology and stated that bids are anticipated to be expedited in November.

Board members asked for a change in the Christa Construction provided, report format. A simple, stapled, hole-punched document was requested.

### B. Audit Committee

#### 1. Claim Auditor's Report

**Motion** by Mr. Stottler, seconded by Mr. Krest, to approve the Claim Auditor's Report, as provided.

**Approved** unanimously.

Pat Floeser presented her report. There are very few items or citations.

Hal Gaffin, Audit Committee Chair, stated that the audit committee is preparing responses to the State Audit within the 30-day period, allowable for such.

### C. Action Items

#### 1. Approval of the 2008-09 Budget Calendar

**Motion** by Mr. Allan, seconded by Mr. Mendrick, to approve the 2008-09 Budget Calendar, as provided.

**Approved** unanimously.

Phil Burrows stated that this timeline meets all requirements by the state.

#### 2. Approval of 2008-09 Program Budget Advisory Council

**Motion** by Mr. Gaffin, seconded by Mrs. Hunt, to approve the 2008-09 Program Budget Advisory Council, as provided.

**Approved** unanimously.

The membership of the 2008-09 Program Budget Advisory Council includes continued participation of a number of previous council members with one to several years of experience. The proposed membership also includes several first year members. Phil Burrows shared that this looks to be a well balanced council with excellent experiential credentials.

Phil stated that response to a plea for community participation was great. The committee lost a couple of veteran members and introduced four new members who share great interest and beneficial backgrounds. Program planning and fiscal planning will benefit from the collaboration of this committee.

D. Discussion Items

1. Old Business

There was no discussion of Old Business.

2. New Business

There was no discussion of New Business.

E. Reports and Communications

1. MCSBA Information Exchange Committee Update

Dick Rasmussen reported that, last week, the committee focus of conversation was one of our greening up school operations and recycling efforts, going paperless, board norms and protocols, and evaluations of superintendents. Another session will deal with creating budgets and reserve funds, the high cost of fuel and transportation issues, and balancing safety and security with public access to schools. The schedule has not yet been determined.

2. MCSBA Labor Relations Committee Update

Ron Mendrick reported that the Labor Relations committee has a meeting scheduled for October 29. An attorney will be reporting on Labor Relations. All are welcome to attend.

3. Strategic Plan Report, Progress Toward Strategic Intent

Phil Burrows spoke about progress toward intents as noted in the cover information. Tomorrow evening a Strategic Plan Core team meeting is scheduled. The group will meet to review the data and monitor progress. Some changes to targets could occur. Further discussion with the Board will occur following the Core Team review.

4. Athletic League Report

Brian Donohue, Athletic Director, thanked the board, community, coaches, and parents for their support and input. He values all of the feedback gained through this process. He asked for questions regarding his report provided to the Board.

Some questions included:

- Describe the differences in number of coaches in one league vs. the other: Brian referred to the long term plan in the DIU, sharing that program development is recommended by the DIU and that the need for coaches is not mandated by the league. Regardless of what league we participate in, the long term plan needs to address this. There is no addition of teams required. Coaching salaries will not change based on League affiliation.
- Will there be pressure on us to raise coaching salaries? Dr. Kavanaugh stated that we have benchmarked against and are competitive, compared to Monroe County. Brian added that our starting salary for a recently hired tennis coach was higher than in Spencerport, for example.
- A Monroe County team for track and swim, how would it be differentiated? Brian stated that presently there is no JV league in Livingston County for swimming, and pointed out that regardless of which league we play in, long-term coaches, Norm Schueckler and Bernie Gardner are not going to be coaching forever, hence a need to develop coaching staff. It is unfair to the 9<sup>th</sup> and 10<sup>th</sup> graders to not have a competitive experience.
- Regarding an increase in participation, how will the move to MC League enhance this? Brian stated that as part of the long term plan, we encourage as many students to participate as possible. He stated that a bowling league is presently unavailable in Livingston County. Many students would have the opportunity to join this sport with a move to Monroe County. Also, women's golf is in the same situation. Brian elaborated stating that expansion of programs would allow participation of a greater population of students, in order to address diversity.
- A board member stated that presently, almost all students achieve playing time. If participating in a more competitive league, the natural tendency might be to sit some kids on the bench. She asked if there is a required amount of time or quantity of students that will play, and asked how these assessments will be made. Brian stated that there is mandatory playing time up to the JV level. Then it is up to the coach to determine playing time at the varsity level.
- A comment was shared that presently the JV player is not being challenged.
- Brian spoke about a process he conducted when talking with the students (over 75 students). Students stated that they would much rather lose a blow-out game than a landslide win. The students are not afraid of a challenge or about being excluded.
- What about the transportation piece? Was a specific methodology used to determine comparisons? Brian reported that he created mock schedules. The distance of travel time is simply shorter. He determined that the district would see a savings of approximately \$7,000 over three seasons of sports. Additionally, there will be four fewer home & away games, resulting in the need for less transportation and fewer game personnel, with a resulting savings of approximately \$2,200.
- If results are not achievable and student population occurs over a period of years, what is the proposal to deal with it? Brian reported that participation rates will be studied. He further shared

that there will always remain the option to return to the Livingston County League, move to the Fingerlakes League, and other options as well.

- There is some concern that we would be the smaller school, on the losing end. Brian stated that we have already won sectional games against the Monroe County league. In a 3-year study, we are competitive. We are already successful, was his message. Brian further stated that HF-L will never be two classes below. We are an A school and that will not change.
- The league schedule will involve several schools.
- The proposed move fits our programming, and our size.
- The league will balance itself out if HF-L joins.
- Will the diversity issue be enhanced by joining MC leagues? Brian stated that he would like to see more diverse exposure. Brian shared that, in the Livingston County league, they do not discuss play on the Jewish Holidays. Monroe County does. Some urban teams will also be played and provide exposure.
- How do you expect to gauge results? Brian referred this question to the report, pointing out that competitive data shows how we are doing on the fields.
- We play some of the Monroe County league schools presently.
- We will have more options to play the schools we want to. Scheduling will be the biggest difference.
- In terms of integration and athletics, are there pros and cons on the academic side? Renee Williams, Assistant Superintendent of Curriculum and Instruction, stated that setting aside study areas at locations for far away games has been an effort. Our core values and beliefs are something that we should look at closely. We need to know that students are being challenged and supported. Helping to move kids to the next level is one of our goals and commitments. Continuous improvement cycle should be the emphasis.
- The committee looked at the core beliefs and values, a table of demographic data comparing the schools. When looking at things like the graduation rates, advanced diplomas and accelerated courses, HF-L is up by 15-20% on average. The level of expectation does play out in terms of what experience the student athletes are receiving, the philosophy and approach with an emphasis on academics and the integral approach that a district takes.
- It has been suggested that maybe this will effect morale and maybe this will cause specialization. Dr. Kavanaugh, Superintendent of Schools, contacted similar sized schools. She compared Star-Point district, to HF-L, which is similar in size, enrollment and profile. They changed to a more competitive league 3-4 years ago. They stated that they wished they hadn't waited so long. They moved due to the competition level and they discovered the diversity issue as well. Victor has reported all good things, and no specialization. The same comment was shared when they stated that they wished they would have moved sooner. Additionally, at a recent meeting with the Class of 1958 Alumni, members were asked for their thoughts on the subject. They thought it should be a non-issue, because they used to compete in Monroe County.
- All of Livingston County knows that we may make this move because we are an A-School, and the only one in the league. The students want to make this move. It speaks to high expectations and long range plan for equity and is a fiscally responsible decision.
- A board member shared that when he moved here, academics were academics and sports were sports. He wants the academic education to be the main focus. His children were college level competitors. Brian stated that prestige and increased scholarships were not the focus. Division I Scholarships are not the focus. The idea was about where we should compete based on size, skill level and demographics.
- A board member shared that in a recent conversation with a student, the student was appreciative of our present school climate, and was insightful to question if this is, at least partially, attributable to our current level of competition with the Livingston County League, where balance (he believes) is achieved. Brian responded that HF-L always strives to include all students, adding that technology focused options allow students to become involved at their skill level. The interscholastic program is integral in that it is full and a part of our educational program and has the same criteria. The same DIU process is used with the same level of scrutiny.
- If there are just practice players then it seems that the emphasis may change. Presently, a culture exists which allows all skill levels to contribute and have their parents see them on the court and on the field. There was a suggestion that perhaps students are being underestimated. Students know the value of their roles and that their part is meaningful in whatever level they participate.

Following discussion of Brian Donohue's report, Dr. Kavanaugh offered her recommendation to support the league change with the following rationale:

- The reasons for the recommendation are **student-centered**: The change in league affiliation will increase a "challenging environment", "high levels of achievement", preparing our students "for a diverse workplace and world", setting expectations for "world class performance" and the "development of the whole child".
- **Equity and diversity** will be enhanced. The Monroe County League provides greater opportunity for implementation of the Athletic Program's long-range plan to enhance gender equity. The Monroe County League provides more equitable competition with schools of similar size and profile to HF-L. The Monroe County League provides greater opportunity to expose our athletes to diversity.

- The **academic benefits** anticipated are due to increase learning and study time by limiting travel time to contests and providing more efficient Modified competition time. Creating a culture of high expectations in athletics enhances a culture of high expectations for academics.
- This recommendation is **ethical**. The change in league affiliation is consistent with our strategic plan and core values. It models integrity to our students: what we say and what we do are aligned with what we value. Further, it shows that our decisions are based on the best interest of all students.
- This is **fiscally responsible**. If approved, it is projected that the District will accrue cost savings beginning with the 2009-10 fiscal year.

## 8. Superintendent's Report

### A. Announcements

Superintendent of Schools, Dr. Michelle Kavanaugh reported on the following items:

- We have two National Merit semi-finalists, Christopher Baldwin and Jennifer Gay. The students are proceeding onto finalist status. Their success is anticipated.
- The Grant for Records Retention has been approved. This will allow us to remove stored files from the warehouse to make room for athletic/PE storage. We can save costs of PE POD rentals, in the future.
- Customer Satisfaction Survey will see reduced costs. An HF-L grad will assist in obtaining results and is proud to be giving back. Anyone wishing to work on the Customer Satisfaction Survey is encouraged to inquire. The student is an MBA from the Simon School, and will be a great influence. She is far enough in her program to be of real value. She is already an engineer. Market research skills are her focus. Renée has met with her once already.
- Attended a meeting at Nazareth College about creating a lab school to grow future teachers by immersing them in the learning environment. Bill Cala has been asked to facilitate the process and design teams will work on this process. This is not a charter school. This will be a regional school. Foundation or grant funds may be possible.

### B. Business Office Reports

#### 1. Approval of Budget Transfer

**Motion** by Mr. Mendrick, seconded by Mr. Gaffin, to approve a budget transfer, as provided.

**Approved** unanimously.

A board member asked for clarification on how the budgeted dollar amount was off by so much. An explanation was shared that new teachers are eligible for tuition reimbursement. With the number of new teachers hired recently, the budgeted amount grew beyond the estimation. Reimbursements can run anywhere from \$500. to a couple of thousand dollars. Last year we spent \$28,000. We will transfer this money from the health insurance budget to compensate. Ed stated that he will be studying historical data and patterns to assist him in future estimations.

#### 2. Food Service Report.

Kathy Palmer, Coordinator of Food Service, provided a draft annual budget. She indicated that her goal is to remove the deficit that has accumulated in the school lunch fund over the past 6-7 years. She projected that it will probably take 2 to 3 years to eliminate the deficit. A number of business strategies are in place to address the budget: pricing of lunches and ala carte items, menu item changes, a new perpetual inventory system, controls on overtime, a new BOCES service that reduces director compensation costs and purchasing costs, more accurate reporting of reimbursable counts during field trips. Ed Johnson indicated that he is confident the program can return to its previous self-sustaining status. Dr. Kavanaugh stated that the board will receive monthly reports as the fund and the business plan for Food Service is being carefully monitored. We will anticipate having further recommendations mid-year after there is time to analyze the data and the impact of business strategies.

### C. Old Business

There were no Old Business Items scheduled.

### D. New Business

#### 1. Consensus Agenda Items to be voted on

Approval of Minutes of the September 9, 2008 Board Meeting

Approval of Bill Schedule # 2

Approval of Personnel

Approval of Committee on Preschool Special Education Recommendations

Approval of Committee on Special Education Recommendations

## 9. Questions from Audience Regarding Agenda Items

There were no questions from the audience regarding agenda items.

## 10. Adjournment

**Motion** by Mr. Stottler, seconded by Mr. Mendrick, to adjourn the meeting at 9:08 p.m.

*All documents that are "duly made a part of these minutes" are kept in a supplemental file that corresponds with today's minutes.*

