



**Tuesday, December 8, 2015**  
**Board of Education Meeting Minutes**

**RUSH-HENRIETTA CENTRAL SCHOOL DISTRICT**

District No. 1 of the Towns of Rush, Henrietta, Pittsford, and Brighton

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*All appendices referenced to, herein, are incorporated into and made a part of the official minutes of this meeting to the same extent as if fully set forth.*

**In Attendance:**

Board members: Mrs. Diane E. McBride, President  
Mrs. Sue A. Smith, Vice president  
Mr. Robert C. Bower  
Mrs. Jean M. Chaudari  
Mr. Robert L. Cook  
Mrs. Phyllis P. Wickerham

Others: Dr. J. Kenneth Graham Jr., Superintendent of Schools  
Mr. George DesMarteau, School Attorney  
Mrs. Karen A. Flanigan, School District Clerk  
Ms. Nerlande Anselme, Assistant Superintendent, Student and Family Services  
Mr. Andrew Whitmore, Assistant Superintendent, School Finance and Operations  
Ms. Dina Wilson, Assistant Superintendent, Curriculum and Instruction  
Dr. Patrick McCue, Assistant Superintendent, Human Resources and Strategic Initiatives

**Absent:** Mr. Sean P. McCormick, Board member

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**1. BOARD OF EDUCATION MEETING – GENERAL**

**A. Board of Education Members, Superintendent of Schools, School Attorney, School District Clerk, Cabinet Members**

See above attendance.

**B. Meeting Information**

The regular meeting of the Board of Education of the Rush-Henrietta Central School District was held Tuesday, December 8, 2015, in the Dee Strickland Conference Room at the John W. Parker Administration Building, 2034 Lehigh Station Road, Henrietta, NY 14467.

**2. OPENING OF PUBLIC MEETING**

**A. Call to Order**

Mrs. McBride called the meeting to order at 6 p.m.

**3. ANTICIPATED EXECUTIVE SESSION**

A. Anticipated executive session to discuss contract negotiations with the Rush-Henrietta Employees' Association Coalition Unit, upcoming negotiations with the Administrators' Association of Rush-Henrietta, a staff personnel matter, and a student matter

**MOTION TO ENTER EXECUTIVE SESSION AT 6 P.M.  
TO DISCUSS CONTRACT NEGOTIATIONS WITH THE  
RUSH-HENRIETTA EMPLOYEES' ASSOCIATION  
COALITION UNIT, UPCOMING NEGOTIATIONS  
WITH THE ADMINISTRATORS' ASSOCIATION  
OF RUSH-HENRIETTA, A STAFF PERSONNEL**

**MATTER, AND A STUDENT MATTER  
MOVED: Mrs. Wickerham  
SECONDED: Mr. Bower  
MOTION CARRIED: 6-0**

**MOTION TO EXIT EXECUTIVE SESSION AT 6:52 P.M.  
MOVED: Mrs. Wickerham  
SECONDED: Mrs. Smith  
MOTION CARRIED: 6-0**

**4. RETURN TO PUBLIC MEETING**

**A. Recall to Order, Pledge of Allegiance, Introductions, Agenda Review, and Announcements**

Mrs. McBride recalled the meeting to order at 7 p.m. The Pledge of Allegiance was recited and introductions were done. Mrs. McBride noted that Mr. McCormick was absent. During agenda review, Mrs. Wickerham asked that Health & Safety Committee be added under Board Member Reports (#16E). There were no announcements. Mrs. McBride asked for a moment of silence for the victims of the San Bernardino shooting.

**5. BOARD MEMBER REPORT FROM STUDENT REPRESENTATIVE(S)**

The student representatives were not in attendance.

**6. PUBLIC FORUM**

**A. Audience members may address the Board of Education regarding items of interest not on the agenda**

One person signed up to speak. There were many others in attendance to support him.

**Joseph Bello, 25 Overview Circle, Rochester, NY 14623**

**He is not speaking as an employee of the district. His topic is impasse.**

Mr. Bello said he is the president of the RHEA, Coalition Unit, Bus Drivers Chapter. He said he meets with the district in a few days to make one last attempt to resolve the coalition contract. He shared some highlights of the coalition's health care position, a model based on something that's been in place for more than 20 years. He also talked about the new high deductible plan being offered, which could cost some members hundreds of thousands of dollars. He stated that it's not a better plan, just a cheaper one. Mr. Bello said there may come a day when the high deductible plan will work, but not at this time. He also said there is no financial advantage for members of this coalition to give up their health care package or to pay a portion of it unless the district reallocates money to compensate members for it. There would be a need for salaries to be adjusted. He said the district wants to scale back on benefits they already have. He closed by saying the people standing behind him deserve the board's respect and a fair contract. He said he's looking forward to meeting with Dr. McCue and Mr. Whitmore in the hopes of reaching a fair and equitable resolution to their impasse. He thanked the board members for listening.

**7. CONSENT AGENDA ITEMS FOR ROUTINE MATTERS (Reference appendices #7A-H)**

- A. Action pertaining to acceptance of the October treasurer's report
- B. Action pertaining to the award of bids – Equipment sale, Brake parts, Offset paper, Printer cartridges, Transportation natural gas
- C. Action pertaining to acceptance of the Pel Industries, Inc. apparel licensing agreement
- D. Action pertaining to acceptance of the Rush-Henrietta Central School District standard work day for appointed officials
- E. Action pertaining to acceptance of the Senior High School retaining wall emergency replacement
- F. Action pertaining to approval of CSE/CPSE recommendations
- G. Action pertaining to approval of Board of Education meeting minutes – 11/17/15
- H. Action pertaining to approval of Board of Education meeting minutes – 12/1/15 (Program & Service Review)

**MOTION PERTAINING TO ACCEPTANCE  
OF CONSENT AGENDA ITEMS #7A-H  
MOVED: Mrs. Chaudari  
SECONDED: Mr. Bower  
MOTION CARRIED: 6-0**

**8. PERSONNEL ACTIONS** (Reference appendix #8A)

A. Action pertaining to approval of personnel actions

**MOTION PERTAINING TO APPROVAL  
OF PERSONNEL ACTIONS  
MOVED: Mrs. Wickerham  
SECONDED: Mrs. Smith  
MOTION CARRIED: 6-0**

**9. DISTRICT POLICY QUARTERLY REVIEW** (Reference appendix #9A)

A. **Board members will review Community Relations policies 1510-1925 and Board Operations policies 2000-2140**

The policies were reviewed.

- Minor changes will be made to the following policies, including grammatical errors and incorrect revision dates made by Mrs. Smith: 1510, 1510-E, 1521, 1521-R, 1530, 1600, 1610, 1611, 1710, 1720, 1720-R, 1740, 1741, 1920, 2000, 2001, 2100, 2110, 2110.1, 2111, 2111.1, 2120.1, 2120.2-R, 2122, 2130, and 2140.
- The following policies will be brought back for a first read: 1535 and 2120.
- The following policies will be sent to Policy Committee: 1511, 1520, 1520-R, 1532 (and 5312), 1741-R, 1800, 1900, 1925, 2110-E, 2120.2, 2120.3, and 2121.

**10. WORKSHOP: SMART BOND PLAN** (Reference appendix #10A)

A. **Smart Bond Plan**

Mr. Whitmore explained that Mr. Malone was in attendance to help with the presentation as he is working on his administrative degree. He will help tonight and then take over spearheading the Smart Schools Bond Plan. Mr. Whitmore stated that the Smart Schools Bond Act was approved in November 2014, entitling Rush-Henrietta to receive \$2.9 million if it goes through all the processes he will talk about tonight. He said the money does not expire and talked about the requirements that need to be met. He said he would be asking for approval tonight. He reviewed his presentation and talked about the process the district would follow. Mr. Whitmore said Mr. Malone would present a more thorough plan, which would be posted on the district website. A public notice and hearing will be needed, hopefully in January. Mr. Whitmore said he would like to get the board's thoughts so he can move forward and present to the public. Mrs. Smith asked if the district has to spend money up front and does any money have to be in a proposition on the May ballot. Mr. Whitmore said it was a good question and he would have to follow-up. Board members were ok with proceeding. Mr. Cook asked a question regarding approving the entire package – preliminary plan plus technology instruction plan. Board members have already seen the technology plan. Discussion ensued. Mrs. McBride made a motion to approve the preliminary smart bond plan.

**MOTION PERTAINING TO APPROVAL OF  
THE PRELIMINARY SMART BOND PLAN  
MOVED: Mrs. Smith  
SECONDED: Mrs. Chaudari  
MOTION CARRIED: 6-0**

## **11. WORKSHOP: DISTRICT PRIORITIES – PARENT ENGAGEMENT** (Reference appendix #11A)

### **A. District Priorities – Parent Engagement Plan of Work**

Dr. Graham talked about the district priorities relating to parent partnerships. He talked about the problems, improvement plans, and the impact of the improvement plans for the three goals – digital communication, digital learning, and common core learning standards and assessments. Mrs. Smith commended him on the great job on the Facebook page. Dr. Graham explained that Mrs. Talarico, Community Relations office, was responsible for this and is dedicating half of her time to the Facebook page.

## **12. WORKSHOP: COMMON CORE LEARNING STANDARDS AND ASSESSMENTS (PART III) – PROPOSED PREAMBLE** (Reference appendix #12A)

### **A. Common Core Learning Standards and Assessments (Part III) – Proposed Preamble**

Dr. Graham provided background information leading to the preamble. He said the preamble will be out by the end of the week if the board is ok with it. He said the first three weeks of January will focus on the common core learning standards and encouraging people to let the district know if they have any questions. The last week of January to the second week of February will be spent on the topic of opting out. The third week of February to the second week of March will be spent on the state assessment topic. Questions will be included in the parent survey. Discussion ensued. Board members were ok with the plan and rollout timeframe. Dr. Graham said he would begin tomorrow.

## **13. WORKSHOP: STRATEGIC PLANNING – MISSION/VISION REVIEW (PART IV)** (Reference appendix #13A)

### **A. District Mission/Vision – Stakeholder Feedback**

Dr. Graham provided an overview of the district mission/vision revision process starting from September 2015. He said the first document of the packet was sent out for reflection and review, a second document was sent to solicit feedback/suggestions, and the suggestion feedback was posted to the district intranet. Both the feedback and the status of the board's mission/vision statement were presented at the DPAC meeting. He said parents were very adamant that the district mission/vision needs to be simple and without a lot of detail. Dr. Graham gave Ms. Wilson credit for all of the work she did in regard to the provided feedback. In regard to the Dec. 3 updated mission/vision, Mrs. Smith said it's missing a specific reference to respect and diversity. Dr. Graham said it was incorporated into the safe and supportive learning environment. Mr. Cook offered a couple of thoughts about this. Discussion ensued. Changes were discussed and revisions will be made. Dr. Graham will provide an updated document to be adopted at the next board meeting.

## **14. SUPERINTENDENT'S REPORT** (Reference appendices #14A-D)

### **A. Written: Enrollment Projections**

Dr. Graham said enrollment went up 125 students this year (elementary and middle school grades). As far as the five-year projections, he feels that once we get past next year, it won't be a problem. Dr. McCue said the district is monitoring the projections closer as there are some concerns for five years out. After the district gets to three years out, he doesn't think it will be a problem. The district will have to pay a little more attention to the rate of growth.

### **B. Written: Demographic Trends**

Dr. Graham stated that the rate of change stabilized. It looks like we'll stay at the 60-40 rate. The African American cohort growth rate basically flattened, there was a pretty big increase with the Hispanic cohort, and a big increase in the Asian/Middle Eastern cohort. With these growth trends, there's concern regarding available resources. Dr. Graham said it's interesting as to how the community is growing and changing.

### **C. Written: Interscholastic Sports Report – Fall**

The board requested this report. There were no questions/comments.

### **D. Written: Vollmer Transition Plan**

Dr. Graham talked about four key ideas regarding the Vollmer Transition Plan – (1) district registrar/student hearing room moving to the NGA (permanent location), (2) Student & Family Services secretary moving to the NGA, (3) temporary relocation of the school nurse practitioner to

the Parker Administration Building, and (4) Universal Pre-K (UPK) being moved to Sherman. He is trying to avoid moving people twice and incurring the expense to do so. He said there's a few issues, but nothing problematic.

**E. Oral Information**

Dr. Graham reminded everyone of the great holiday concerts at the high school.

**15. NEW BUSINESS** (Reference appendix #15A)

**A. NYSSBA Convention & Education Expo 2016 – Presentation Proposal Consideration**

Mrs. McBride asked board members if they were interested in submitting a presentation proposal for the 2016 NYSSBA Convention & Education Expo. Discussion ensued. Board members decided not to do any presentations or submit a proposal.

**16. BOARD MEMBER REPORTS**

**A. MCSBA Information Exchange Committee (Nov. 18)**

Mr. McCormick was absent, but he forwarded information from the meeting. The topic of Thursday's meeting will be "Creating Inclusive Schools for Transgender/LGBTQ Students."

**B. Multicultural Parent Advisory Council (MPAC) (Nov. 30)**

Mrs. McBride, Mrs. Chaudari, and Dr. McCue attended the meeting. Mrs. McBride said it was a small group and they were interested in the Urban/Suburban Program. Dr. McCue provided an outline of the history of the program and talked about the board's urban/suburban position paper. Mrs. Chaudari said the group had a lot of good questions. Mrs. McBride provided the group with the board's overview.

**C. MCSBA Legislative Committee (Dec. 2)**

Mr. Cook attended. He forwarded the meeting minutes to board members. There was a lot of discussion about the upcoming Albany advocacy trip. The group also talked about the format for the legislative breakfast in the spring and whether legislators should speak early or late. There was no real conclusion. There was quite a bit of discussion about the APPR position paper and that it was pretty clear that changes would be forthcoming. The group's thought was that there was no sense to advocate for something that's going to be changed anyway. There also was discussion regarding the every student succeeds act and what changes that will make for districts. The feeling is that there will be more power given back to the state and to local school districts. Dr. Graham also was in attendance. He said the March lobby trip date was moved to February in an effort to combine it with the NYSSBA lobbying trip.

**D. MCSBA Albany Advocacy Trip (Dec. 7)**

Mrs. Wickerham attended. She thought it was a very informative trip. Highlights included:

- A lot of concerns there is no position yet regarding the division of budget.
- Very good meeting with Christina Coughlin, Coordinator of Education Management Services, at the State Education Department (SED). She seems to get it.
- No details yet on the Gap Elimination Adjustment (GEA). Foundation aid has been frozen for so long that it really needs to be discussed.
- A lot of attention being given to capital projects.
- Smart Bond and its timeline.
- Good discussion with SED. They were very complimentary to MCSBA and the information the group brings.
- New Commercial Driver License (CDL) licensing and how bus drivers need to go to Cobleskill to get it.
- Mandates for CO<sub>2</sub> detectors.
- Education Resource Strategy Focus Group put together by Christina Coughlin.
- Assembly Education Policy Commission – APPR changes and percentage of testing changes.
- Community schools.
- Federal level decoupling (not more regulations that will be burdensome to schools).
- Bill 145 (finance) - How districts are providing service and managing to pay for it.

Mr. McCormick also attended and Mrs. Wickerham said he noted the importance of having someone from Rush-Henrietta in attendance at these lobby trips. Webster and Penfield each had four people attending.

**E. Health and Safety Committee (Dec. 3)**

Mrs. Wickerham reported that Michael Paladino, District Safety Coordinator, did a debriefing on the November incident. Consideration will be given to perform some safety tests during lunch periods. Emergency responders on campus noticed instances of a lockdown where emergency responders (e.g. ambulance staff) were on campus. If an ambulance is on property during a drill (e.g. lockdown), it's ok to ask them to move. A fire inspection took place. Things are in good shape.

**17. CLOSING OF MEETING**

**A. Board Meeting Recap**

- Mr. Whitmore – Will provide the Smart Bond Technology Plan when it is available.
- Dr. Graham – There will be one addition to the preamble to the Common Core Learning Standards material.
- Dr. Graham will make a couple of revisions to the Mission/Vision Statement and bring it to the next meeting for a vote.
- The following policies will be sent to Policy Committee for further review: 1511, 1520, 1520-R, 1532 (and 5312), 1741-R, 1800, 1900, 1925, 2110-E, 2120.2, 2120.3, and 2121.
- A reminder to attend any of the district's holiday concerts.

**B. Adjournment**

**MOTION TO ADJOURN THE MEETING AT 9:32 P.M.**

**MOVED: Mr. Bower**

**SECONDED: Mrs. Smith**

**MOTION CARRIED: 6-0**

**C. Next Board of Education Meeting**

The next Board of Education meeting is scheduled for 7 p.m. Tuesday, January 12, 2015.

Respectfully submitted,

Karen A. Flanigan  
School District Clerk  
*Board Approved: January 12, 2016*