



**Tuesday, January 12, 2016**  
**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  
Mr. Sean P. McCormick  
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  
Dr. Patrick McCue, Assistant Superintendent, Human Resources and Strategic Initiatives  
Mr. Andrew Whitmore, Assistant Superintendent, School Finance and Operations  
Ms. Dina Wilson, Assistant Superintendent, Curriculum and Instruction

**Absent:** Ms. Nerlande Anselme, Assistant Superintendent, Student and Family Services

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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, January 12, 2016, 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 6:20 p.m.

**3. ANTICIPATED EXECUTIVE SESSION**

A. Anticipated executive session to discuss the superintendent's mid-year review (Part I), contract negotiations with the Rush-Henrietta Employees' Association Coalition Unit, and a student matter

**MOTION TO ENTER EXECUTIVE SESSION AT 6:20 P.M.  
TO DISCUSS THE SUPERINTENDENT'S MID-YEAR  
REVIEW (PART I), CONTRACT NEGOTIATIONS  
WITH THE RHEA COALITION UNIT,  
AND A STUDENT MATTER  
MOVED: Mrs. Wickerham  
SECONDED: Mrs. Chaudari**

**MOTION CARRIED: 7-0**

**MOTION TO EXIT EXECUTIVE SESSION AT 6:53 P.M.**

**MOVED: Mr. Cook**

**SECONDED: Mr. Bower**

**MOTION CARRIED: 7-0**

**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. There were no additions to the agenda. During announcements Mrs. McBride presented Mr. Cook and Mr. McCormick with certificates from the Monroe County School Boards Association for their completion of six hours of training in board fiduciary responsibilities as required by NYS Law in the areas of governance, budget planning, fund balance and reserves, financial reports, checks and balances to prevent misuse of resources, and auditor functions.

**5. STAFF RECOGNITION (Reference appendix #5A)**

**A. Recognition of two staff members**

Mrs. McBride honored two staff members from the Office of Community Relations for outstanding achievements in their field. As part of the New York School Public Relations Association's communications contest, Communications Assistant Dolores Talarico received an Award of Excellence for Social Media for her work in launching and overseeing the district's Facebook page. This is the organization's highest award for achievement. Rush-Henrietta was one of four school districts statewide recognized with this award in 2015. Travis Anderson, Senior Information Specialist, was awarded the National School Public Relations Association's Golden Achievement Award for his work on the 2015 Full-day Kindergarten and Enrollment Management Proposal. The Golden Achievement Award recognizes exemplary work in all aspects of school public relations, communication, marketing, and engagement. Only 66 school districts throughout the United States and Canada were recognized with this award in 2015.

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

Lorriell Thomas, senior student representative, was in attendance. Ms. Thomas reported on the status of a student council diversity project that began before the December Recess; EMCC visitation day is Friday, Jan. 15; midterms are nearing and intersessions are beginning for students behind in English, Economics, and Civics; and the voter registration drive starts Feb. 12. She said student council also is working with the track team in an attempt to secure new uniforms as there have been numerous complaints from parents and students that the uniforms are inappropriate and uncomfortable. A new happening at the high school is social events during lunches – students vs. teachers – to try to be more festive while in school. Student Council also is working with the Gay Straight Alliance to find appropriate changing places for transgender students and there will be a student-led assembly to talk about diversity, kindness, and tolerance sometime in March, but no date has been set.

**7. MONROE COUNTY SCHOOL BOARDS ASSOCIATION (MCSBA) SPEAKER**

**A. Sherry Johnson, MCSBA executive director**

Mrs. Johnson, the new MCSBA executive director, was in attendance. She explained that she is trying to introduce herself to all 21 school districts, especially to those districts who do not participate. She thanked Rush-Henrietta board members and superintendent for their participation in the MCSBA and for the knowledge they share with the group. She said MCSBA is working on the survey results and explained how they went from one to two surveys. Two things that came out of the general survey are the interest in having an alumni association for retired board members and the question of how to reach out to members unable to attend standard committee meetings. An alumni association committee will be put together and she would enjoy having anyone that might be interested. Mrs. Johnson said MCSBA's goal is to make sure districts have all the resources they need to do the best job they can do. She said R-H does a great job and thanked everyone for the support they provide her

in her role as executive director. She would like to observe another meeting as she does not want to lose the pieces that are important to the work boards do. Board members thought it was a great idea.

## **8. PUBLIC FORUM**

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

Three people signed up to speak. There were many others in attendance to support them.

#### **Joseph Bello, 25 Overview Circle, Rochester, NY 14623 – Topic: Coalition contract**

Mr. Bello, president of the bus drivers' bargaining unit, greeted the board. He said it was over a month ago when the coalition had hoped to settle the contract. Prior to the final negotiations meeting, the negotiations team met with Dr. McCue in an informal open discussions meeting. Mr. Bello said as negotiations began, the parties felt like they might be getting somewhere. By 8 p.m. that night, he thought he had achieved agreement regarding health care and salaries, both of which had never been agreed to in past negotiations. He thought only a few miscellaneous items remained. However, after more than five hours of negotiations, Dr. McCue called Dave Calogero, NYSUT Labor Relations Specialist, into the hall and cancelled negotiations. Everyone was shocked. Mr. Bello said the district still believes this should be settled with no cost to the district and that he sees no solution ahead. He said there is no benefit to paying for medical coverage without having salaries increased and feels there is no sense to be in a hurry to settle. Whether they settle the contract this year or not, they are done and they are satisfied with the work they did. Hopefully at some point they will be able to again return to the negotiation table. He shared some thoughts from last night's Budget Advisory Council meeting and thanked the board for the opportunity to speak.

#### **Becky Petrocci, 94 Palamino Drive, Rochester, NY 14623 – Topic: RHASP responsibilities**

Mrs. Petrocci said she is a 30-year resident of the district, has two daughters who received an amazing education from the district, is the school secretary at Crane Elementary School, and has worked in the district for nearly 25 years. She provided a brief overview of office personnel duties and said office personnel are generally viewed as the people who just answer the phone. She provided a highlight of her duties and that of her main office colleagues. She said they are the first to arrive each day, calm a nervous parent, assure parents their child will receive a good education in R-H, grab a tissue for a student, first in the line of defense for safety, to deal with angry parents, to change a schedule, to cover a classroom for a teacher, and to contact transportation that a child has missed a bus. They are the first people teachers contact with questions. They maintain files, records, calendars, schedules, and bank accounts with confidentiality. They are also the last to complain when a parent yells, last to balk when they spend personal money to help a student, last to ask for approved overtime when scheduled work hours are exceeded, last to protest when additional duties are added to their to do list, and last to leave in the afternoon. She ended by saying, "Sadly we increasingly feel we are the last to be appreciated for our work." She said they are not asking for the world, just asking to be appreciated for a job they do and enjoy. We are the district's biggest cheerleaders in the district's public face.

#### **Travis Anderson, 31 Charleswood Drive, Pittsford, NY 14534 – Topic: Budget negotiations**

Mr. Anderson said he is co-president of the administrative support professionals bargaining unit. He is a proud resident of the district for 20 years and has three children who attend schools in R-H. He said there are 414 members of the coalition and he shared concerns about the district. He said the new slogan for Rush-Henrietta – "The R-H Advantage – A great place to learn. A great place to work." – is at risk of becoming an average ordinary place to work. He noted that the district's proposals would diminish people's positive impressions of the district and saddle new employees with unaffordable health care premiums. He talked about health care and said the ASP's are already among the lowest paid employees of the district. He stated that with rising health insurance premiums and a salary cap that prevents future raises we will be the only district telling employees to run for the door. And, the district should not just be concerned about future employees. Some district employees have not received raises for three years. How can these circumstances stand in light of the great place to learn and work. He talked about many things that will be the same in all districts (e.g. health reserve funds,

the likelihood of receiving more financial aid) and asked in what area has R-H ever done the same as other districts. He said, "We respectfully submit that our school district has not accepted the status quo." He encouraged board members to contact them anytime to discuss the situation further.

**9. PUBLIC HEARING – SMART SCHOOLS BOND ACT** (Reference appendix #9A)

**A. Smart Schools Bond Act Presentation**

Mr. Whitmore stated that the purpose of tonight's hearing is to give the public a chance to comment on the bond act. He explained that at last month's board meeting he went through the presentation in detail. It was posted online, notices were sent to private schools, and it was presented to the Budget Advisory Council. He has not received any comments yet. He provided a quick summary of the Smart Schools Bond Act of 2014 and talked about the process that would be followed if the board decides to move forward with it. Discussion ensued.

**B. Community Residents' Comments**

One community resident asked about the possibility of some of the money being used to purchase equipment for the classrooms (e.g. heavy duty digital microscopes). Mr. Whitmore explained that a conscious decision had been made to not use the money for short life cycle items, but to use it on infrastructure that would last longer. Another gentleman inquired about the vendor that would be used. Mr. Whitmore said that was to be determined, but typically vendors on the state contract. The same gentleman asked about the numbers provided on the Smart Schools Bond Act and Mr. Whitmore explained that higher end numbers were used for planning purposes, but he tried to be conservative in the estimates. The board will take action on this at its next meeting. The public hearing was closed at 7:42 p.m.

**10. CONSENT AGENDA ITEMS FOR ROUTINE MATTERS** (Reference appendices #10A-P)

- A. Action pertaining to acceptance of the November treasurer's report
- B. Action pertaining to acceptance of the report from the assistant superintendent of School Finance on corrections of errors on tax rolls and refunds of taxes based upon errors where the correction or refund does not exceed \$2,500 for 2015-16
- C. Action pertaining to acceptance of the 2015-16 tax collection report
- D. Action pertaining to acceptance of actual non-resident tuition rates for the 2014-15 school year and estimated non-resident tuition rates for the 2015-16 school year
- E. Action pertaining to acceptance of the Rush-Henrietta Central School District standard work day for appointed officials – Updated
- F. Action pertaining to acceptance of the surplus equipment online auction
- G. Action pertaining to the biennial Academic Intervention Services (AIS) Plan reauthorization
- H. Action pertaining to approval of the Medicaid Compliance Plan
- I. Action pertaining to acceptance of a donation – Auerbacher Scholarship Fund – 12/18/15
- J. Action pertaining to acceptance of a donation – William J. Welch Memorial Scholarship Fund – 12/21/15
- K. Action pertaining to approval of an overnight field trip – Varsity Wrestling Tournament – Lockport, NY (January 15-16, 2016)
- L. Action pertaining to approval of an overnight field trip – DECA NYS Career Conference, Rochester, NY (March 9-11, 2016)
- M. Action pertaining to approval of an overnight field trip – DECA International Career Development Conference, Nashville, TN (April 22-27, 2016)
- N. Action pertaining to approval of an overnight field trip – Senior Class Trip (Cedar Point), Sandusky, OH (May 27-28, 2016)
- O. Action pertaining to approval of CSE/CPSE recommendations
- P. Action pertaining to approval of Board of Education meeting minutes – 12/8/15

Mr. McCormick asked how the number of students was determined for the senior class field trip (#10N). Ms. Wilson and Dr. Graham explained. Mrs. Wickerham asked if the addressee's name on the Auerbacher donation (#10I) could be updated as this person has not been with the school district for quite some time. Mr. Whitmore will send a letter. Mrs. Wickerham also stated that she had a hard time

understanding where the educational value of going to Cedar Point is for the senior class and why she'd even consider approving it. Ms. Wilson explained.

**MOTION PERTAINING TO ACCEPTANCE  
OF CONSENT AGENDA ITEMS #10A-M, O-P**

**MOVED: Mrs. Chaudari  
SECONDED: Mr. Cook  
MOTION CARRIED: 7-0**

**MOTION PERTAINING TO ACCEPTANCE  
OF CONSENT AGENDA ITEM #10N**

**MOVED: Mrs. Smith  
SECONDED: Mr. McCormick  
MOTION CARRIED: 7-0**

**11. PERSONNEL ACTIONS** (Reference appendix #11A)

**A. Action pertaining to approval of personnel actions**

**MOTION PERTAINING TO APPROVAL  
OF PERSONNEL ACTIONS #1-20, 22-25**

**MOVED: Mrs. Smith  
SECONDED: Mr. Bower  
MOTION CARRIED: 7-0**

**MOTION PERTAINING TO APPROVAL  
OF PERSONNEL ACTION #21**

**MOVED: Mrs. Chaudari  
SECONDED: Mr. Cook  
MOTION CARRIED: 6-0-1  
ABSTAINED: Mr. McCormick (conflict of interest, son)**

**12. DISTRICT MISSION/VISION STATEMENT** (Reference appendix #12A)

**A. Action pertaining to adoption of the district's revised Mission/Vision Statement**

Dr. Graham presented the revised Mission/Vision Statement and explained that there are still some font issues that need to be cleaned up. He said this is the culmination of a five-month process. Mrs. McBride said it had been a great collaboration job. Dr. Graham provided a brief overview of the rollout plan and will share it when it is finalized.

**MOTION PERTAINING TO ADOPTION  
OF THE DISTRICT'S REVISED  
MISSION/VISION STATEMENT**

**MOVED: Mrs. Smith  
SECONDED: Mr. McCormick  
MOTION CARRIED: 7-0**

**13. WORKSHOP: INSTRUCTIONAL SPACE** (Reference appendix #13A)

**A. Space Committee Report**

Dr. McCue said the committee met three times this fall. It's a great group, which includes parents, as well as representatives from each building. He said this year's work is more about affirmation and confirmation of the work done last year. His take away from this year's work is that the district is still very well positioned. Dr. McCue said there are three major recommendations in the report. He talked about the committee's work and reviewed the report. There were no questions or comments. He thanked board and community members. Mrs. Smith said it was a job well done.

**14. WORKSHOP: URBAN-SUBURBAN STUDENT TRANSFER PROGRAM** (Reference appendix #14A)

**A. Urban-Suburban Student Transfer Program**

Dr. Graham provided an overview of what transpired to this point and said Dr. McCue has monitored this for the past few months. Dr. McCue reviewed the position summary adopted in May 2015, and talked about updates made since then. He said the program is administered through Monroe #1 BOCES and the board will meet again in February. The program director said there may be a way they can help with transportation costs. Discussion ensued. Board members feel there is a need for the program, but want to wait until questions are answered from the February meeting. There also will be a need for a public hearing. Board members would like to have a brief work session for clarification regarding numbers and to see placement data, which will become the information for the public hearing. Dr. Graham will schedule one once the information is received.

**15. WORKSHOP: SCHOOL RECONFIGURATION** (Reference appendix #15A)

**A. Wrap-around Child Care Plan**

Prior to the wrap-around child care plan discussion, Dr. Graham briefed the board on three different components of the school reconfiguration. Highlights included:

- Capital projects – The district’s work is in and the architectural review is set. The district was informed by the State Education Department (SED) that it can go to bid and do everything else except award the contracts prior to receiving SED authorization. The board will be asked to approve going to bid at its next meeting. The downside, since the mechanical review will not have been completed, it’s inevitable that changes will be made (change orders).
- Student transition component – The second wave of letters went out Jan. 4 and responses are already coming in. The district is accommodating all requests as it did last year. He noted one issue. Some parents made a decision last year they thought was cast in stone. They have been informed that this is not the case. All change requests need to go to Ms. Anselme.
- Program advisory committees – This has been taking up the bulk of Dr. Graham’s time. Discussion is taking place regarding school schedules and teaming options. He said he needs to draw closure to the schedules discussion as he’s trying to get as much closure as he can. He has not experienced any hostility at this time. He talked about what’s going out for review and said he and Ms. Wilson will reenter discussions in March when staffing issues will be of concern (high school being added to the reconfiguration). He explained.

Ms. Anselme was absent. Dr. Graham said the wrap-around child care plan submitted by Ms. Anselme is self-explanatory, but there is still a need to dot the I’s and cross the T’s. He said that conversation with the Town of Henrietta supervisor indicated interest in fusing the district’s School-Age Child Care Program (SACCP) with the town’s after-school recreation program, to be overseen by the district. Dr. Graham discussed some of the details of the proposed plan. He plans to meet with the town board next Tuesday to secure their formal endorsement of this plan. Dr. Graham asked if this is still a plan the board is still willing to move forward with. Discussion ensued. He said assuming the town gives its endorsement then formal planning begins. We should be able to bring something to the board in a couple months. He also stated the need to discuss transportation policies and give parents much leeway.

**MOTION PERTAINING TO THE BOARD’S ENDORSEMENT  
OF MOVING FORWARD WITH THE PLAN TO MERGE THE  
TOWN OF HENRIETTA’S AFTER-SCHOOL RECREATION  
PROGRAM WITH THE DISTRICT’S SCHOOL-AGE CHILD  
CARE PROGRAM AT THE TOWN’S REQUEST**

**MOVED: Mrs. Wickerham  
SECONDED: Mrs. Smith  
MOTION CARRIED: 7-0**

**16. DISTRICT POLICIES, REGULATIONS, AND EXHIBITS (FIRST READ)** (Reference appendix #16A)

**A. 1230, 1511, 1520, 1532, 1535, 1900, 1925, 2110-R, 2120, 2120.2, 2120.3, 2121**

The first read policies were reviewed. Changes will be made to 1230, 1535, 1900, and 2120.3. Mr. DesMarteau suggested adding 1520-R to the second read for deletion. All first read policies, including the addition of 1520-R, will be brought back for a second read.

**17. SUPERINTENDENT'S REPORT** (Reference appendices #17A-B)

**A. Written: School Facilities Report (Part 155)**

Dr. Graham said the report was self-explanatory. There were no questions.

**B. Written: Event Supervision Payments – 2<sup>nd</sup> Quarter Report**

Dr. Graham said the report was self-explanatory. There were no questions.

**C. Oral Information**

Dr. Graham stated that he was looking for guidance regarding the upcoming Culturally Responsive Education workshop. He was thinking that transgender awareness might be a more pertinent topic, compared to a follow-up on racial awareness stemming from a workshop last year, as it has been a topic at a couple of workshops he's attended. Following discussion, it was decided to continue with the racial awareness workshop and have Ms. Anselme add a workshop on transgender awareness.

**18. NEW BUSINESS** (Reference appendix #18A)

**A. NYSSBA Advocacy Liaison**

Mrs. McBride provided an explanation of the NYSSBA Advocacy Liaison e-mail. She also explained that the board did not have to participate. Discussion ensued. Board members decided they were not interested in participating.

**19. BOARD MEMBER REPORTS**

**A. MCSBA Labor Relations Committee (Dec. 9)**

Mr. Bower was unable to attend. Dr. McCue attended and said there was a panel discussion regarding innovative labor practices. He also said the Brockport school district recently bought out their step schedule and did it for a fairly reasonable price. He will follow-up with them.

**B. MCSBA Executive Committee (Dec. 9)**

Mrs. McBride and Dr. Graham did not attend.

**C. Space Committee (Dec. 10)**

Mrs. Wickerham had nothing else to add from the earlier Instructional Space Committee report.

**D. Budget Advisory Council (BAC) (Dec. 14, Jan. 11)**

Mrs. Smith said the council reviewed the Program & Service Review document and Mr. Whitmore presented the Smart Schools Bond Plan at the December meeting. They went over the revenue projections at the Jan. 11 meeting. They received good news regarding the tax cap, allowing the district to adjust for growth. She said the district is in better shape than it thought it was, but there are still things to deal with. The next meeting is Feb. 22, when the governor's budget will be available.

**E. MCSBA Legislative Committee (Jan. 6)**

Mr. Cook forwarded the minutes. He said there was a lot of discussion/debriefing of the Albany lobbying trip and discussion about the upcoming legislative breakfast. There was a quick report on who committed to attend thus far and a recap of the priority topics – tax cap implications; gap elimination adjustment restoration; unfreezing foundation aid; mandates/regulations, including APPR; impact of the minimum wage increase; and concerns about teacher shortages in some places. There will be a subcommittee that meets with the regents and also some discussion at the federal level about the every student succeeds act and governor movements about common core.

Dr. Graham was asked to inform the board that MCSBA is attempting to change the physical arrangement of the legislative breakfast and to try to be flexible if you're not sitting where you might want to. He explained. He stated that as a member of the MCSBA Steering Committee, he received an invitation to meet with Wade Norwood and Anthony Brown, members of the Board of Regents. He has not been able to meet with Mr. Brown in about a year and found him to be extremely

knowledgeable and insightful with all of the committee's concerns and said we're fortunate to have two members of the Board of Regents willing to speak with us at any time. As the topics of APPR and common core were discussed, both gentlemen wanted to make it clear that APPR has nothing to do with the Board of Regents. It's the Legislature. The Steering Committee will meet with them again in about six months.

**F. District Parent Advisory Council (DPAC) (Jan. 7)**

Mrs. Wickerham reported that Dr. Graham talked about the new mobile applications for the district – School Tool and School Messenger. She said he also talked about the common core letters and the parent surveys, which will be out the last week in February. There was good news during the budget development conversation regarding the tax cap, which will allow the district to adjust for growth. Mrs. Wickerham also gave a presentation on what it's like to be a board member and encouraged people to run. She asked that the DPAC board presentation topic be added to the agenda topics list for December.

**20. CLOSING OF MEETING**

**A. Board Meeting Recap**

- BOE school visit – Winslow Elementary School, 8 a.m. Wednesday, Jan. 20
- Martin Luther King Jr. event – 7 p.m. Thursday, Jan. 14
- Fyle Elementary School's 50<sup>th</sup> celebration – 8 a.m. Friday, Jan. 15
- Next meeting – Smart Bond Plan approval
- Dr. Graham – working on the plan for the mission/vision rollout
- Urban/Suburban program – More info will be forthcoming following the governance meeting. The board will have a brief workshop to work out the details of the district's proposal.
- Wrap-around daycare – Dr. Graham will meet with the Henrietta town board to get its endorsement and to work out the details of it. The board will need to start working on the transportation policies.
- Culturally Responsive Education workshops – continue with racial awareness, add transgender awareness
- DPAC Leadership Forum – Thursday, March 3

**B. Adjournment**

**MOTION TO ADJOURN THE MEETING AT 9:23 P.M.**

**MOVED: Mr. Bower**

**SECONDED: Mrs. Smith**

**MOTION CARRIED: 7-0**

**C. Next Board of Education Meeting**

The next Board of Education meeting is scheduled for 7 p.m. Tuesday, January 26, 2016.

Respectfully submitted,

Karen A. Flanigan  
School District Clerk  
*Board Approved: January 26, 2016*