

**BOARD OF EDUCATION  
MEETING  
Bud Dorr Board of Education Room**

**Tuesday, October 17, 2023  
6:00 P.M.**

**1-0 CALL TO ORDER**

Board of Education Vice-President Steve Stanton called the meeting to order at 6:04 p.m

**2-0 PLEDGE OF ALLEGIANCE**

**3-0 PRELIMINARY ACTION**

**3-1 Action - Approval of Agenda 10/17/23**

**Resolution #1**

Be it resolved upon the recommendation of the Superintendent of Schools, the proposed agenda for the October 17, 2023 meeting approved as submitted.

Motion Made: Peter Casatelli                      Seconded: Justin Barth  
Discussion:  
Votes Taken: Ayes 6      Nays                      Abstained                      Absent: Dan Nichols  
**Motion Carried**

**3-2 Action - Approval of Minutes**

**Resolution #2**

Be it resolved upon the recommendation of the Superintendent of Schools, the Minutes of the September 19, 2023 Regular Board of Education Meeting approved as submitted.

Motion Made: Linda Hughes                      Seconded: Peter Casatelli  
Discussion:  
Votes Taken: Ayes 6      Nays                      Abstained                      Absent: Dan Nichols  
**Motion Carried**

**4-0 BUSINESS OPERATIONS**

**4-1 Action – Approval of General Fund Warrant September 30, 2023**

**Resolution #3**

Be it resolved upon the recommendation of the Superintendent of Schools, the General Fund Warrant (Fund A) for September 30, 2023 in the amount of \$728,359.46 was approved.

Motion Made: Ken Boone                      Seconded: Tim Jones  
Discussion:  
Votes Taken: Ayes 6      Nays                      Abstained                      Absent: Dan Nichols  
**Motion Carried**

**4-2 Action - Approval of Special Aid Fund Warrant – September 30, 2023**



**PRESENTATION:** Credit Recovery, Dr. Spring

Presentation included information on Commissioner's Regulations Governing the Earning of Credit, What is Credit Recovery? Why Offer Credit Recovery? Criteria for Participating in Credit Recovery and Waterville's Credit Recovery program

Dan Nichols joined at 6:50pm. Location: 200 Lavoca Street, Austin, Texas

District Updates:

- Dr. Spring gave a number of updates including welcoming the student reps to the BOE meeting: Violet Geesler and Candace Marriott.
- District Grading Committee met yesterday from 4-6 p.m. and will continue to meet on the following days: November 13, December 11, January 22, February 5, March 4. The committee is made up of district administrators, teacher leaders, counselors, two parents, and a student. The committee is reviewing Policy #8101 and will make recommendations to the Board of Education at the March 19th meeting.
- Safety Committee met and Dr. Spring reviewed the minutes and highlights: Vector Training, Active shooter training feedback, Blue light update and Multi-factor authentication

**6-0     BOARD DISCUSSION**

Questions for Tom Gleason? Baseball fence? Potential temporary fence? Dr. Spring will look into a baseball fence.

When do we start another capital project? Dr. Spring said that she will reconvene the committee to review the Building Condition Survey and needs for an upcoming project.

**7-0     PUBLIC COMMENT**

In person - none

There was a question submitted through email: When will there be an audit presentation? Dr. Spring- The final audit is being completed now and will be presented before the next Board Meeting.

Foundation Report: Patty Louise provided information on grant proposals and which ones were being funded and at what level. She stated there were a lot of tough decisions to make.

Pep Band- Requested \$875 and was funded \$525.

2 trips from the Jr./Sr. High- requested \$2,500 each and were \$1,200 each

MPS Gift Cards- Requested \$400 and will receive fund

Jr/Sr High School- PSAT and AP Exams- \$5,000, Did not fund (Dr. Spring will explore alternatives moving forward.)

**8-0     NEW BUSINESS**

**8-1     Action - Approval Resolution for Consideration**

Be it resolved upon the recommendation of the Superintendent of Schools, the Board of Education approved the following resignations, leave requests, Advisors/Coaches, non-instructional and instructional staff appointments

*a.*                   ***RESIGNATIONS***

**Resolution #8**

<b>Name</b>	<b>Position/Tenure Area</b>	<b>Assignment</b>	<b>Effective Date</b>
Aimee Cornish	Sophomore Class Advisor	2023-24	8/23/23
Meredith Leland	GSA Advisor	2023-24	9/1/23

**b. LEAVE REQUESTS**  
*None*

**c. ADVISOR/COACH APPOINTMENTS**  
**Resolution #9**

<b>Activity</b>	<b>Name</b>	<b>Rate of Pay</b>	<b>Effective Date</b>
Color Guard	Gina Rocci	\$2672.46	2023-24 school year
Sophomore Class Advisor	Kathy Owens	\$917.02	2023-24 school year
Jr/Sr High Accompanist	Alaine Varga	\$25 per session not to exceed \$1,000	2023-24 school year
JV Volleyball Coach	Phebe Slothower	\$3209.57	2023-24 school year
JV Volleyball Unpaid Assistant	Timothy Slothower	Unpaid Assistant	2023-24 school year
Modified Volleyball	Emma Barnes	\$2292.55	2023-24 school year
Varsity Bowling	Anthony Rocco	\$1834.04	2023-24 school year
Indoor Track Coach	Andrew Ford	\$4585.10	2023-24 school year
GSA Advisor	Debbie Nicotera	\$917.02	2023-24 school year

**d. NON-INSTRUCTIONAL**  
**Resolution #10**

<b>Name</b>	<b>Title</b>	<b>Type of Appt</b>	<b>Rate</b>	<b>Effective Date</b>
Cassandra Nipe	Teacher Aide	Probationary	\$18.67 per hour	10/18/23
Jesse Treen	Office Specialist I	Provisional	\$19.07 per hour	10/23/23

**e. INSTRUCTIONAL**  
**Resolution #11**

<b>Name</b>	<b>Title</b>	<b>Type of Appt</b>	<b>Rate</b>	<b>Effective Date</b>
Bianca Fazekas	Substitute Teacher	Substitute -	\$102.5 per day	10/18/23

		Uncertified		
Katlyn Harris	Substitute Teacher	Substitute - Uncertified	\$102.5 per day	10/18/23
Anna Altawal	Long-Term Sub Teacher Social Studies	Substitute - Certified	\$202.76 per day Effective 11/1/23	

**f. PROBATIONARY APPOINTMENTS INSTRUCTIONAL: TEACHER ASSISTANT**

Upon the recommendation of the Superintendent of Schools, the Board of Education hereby appoint the individual(s) listed below to a probationary appointment as a member of the (Teaching Assistant) in the indicated tenure area contingent upon his/her successful completion of the probationary term for a four-year period as listed.

<i>Name</i>	<i>Position/Title</i>	<i>Probationary Appt Start Date and End Date</i>	<i>Certification Status</i>	<i>Step Placement</i>

**g. PROBATIONARY APPOINTMENTS INSTRUCTIONAL**

Upon the recommendation of the Superintendent of Schools, the Board of Education hereby appoint the individual(s) listed below to a probationary appointment in the indicated tenure area contingent upon his/her successful completion of the probationary term and having received composite or overall APPR ratings of either "Effective" or "Highly Effective" in at least three of the four preceding years and a rating higher than ineffective'.

<b>Name</b>	<b>Position Title</b>	<b>Sevice</b>	<b>Prob. Appt Start Date</b>	<b>Prob. Appt End Date</b>	<b>Cert Status</b>	<b>Contract Step</b>

***Motion for Agenda Items # 8-1, a-e***

Motion Made: Linda Hughes    Seconded:    Justin Barth    Discussion: No discussion  
 Votes Taken:    Ayes    7    Nays       Abstained       Absent  
**Motion Carried**

**8-2 Action – Approval –Emergency Response Plans – Jr/Sr High School & MPS  
 Resolution #12**

Be it resolved, upon the recommendation of the Superintendent of Schools, the Board of Education approved the Build Level Emergency Response Plans, for the Waterville Jr/Sr High School and Memorial Park Elementary School for the 2023-24 School Year. Plans were reviewed with the BOE on 9/19/23.

**8-3 Action – Approval – Inter-municipal Agreement with the Village of Hamilton  
Resolution #12**

Be it resolved, upon the recommendation of the Superintendent of Schools, the Board of Education approved the Inter-municipal Agreement with the Village of Hamilton and Waterville Central School to provide Salt Brine for Snow Removal.

**8-4 Action - Approval of Student Members to the Board of Education  
Resolution #13**

Be it resolved upon the recommendation of the Superintendent of Schools, the Board of Education approved the appointment of Violet Geesler and Candace Marriott as ex officio student members of the board for the 2023-24 school year, in accordance with Policy #2103.

**8-5 Action – Approval –Contract for consulting services  
Resolution #14**

Be it resolved upon the recommendation of the Superintendent of Schools, the Board of Education approved the contract with Colleen Ulrich to provide professional development related to best teaching and learning practices related to inclusion of students with disabilities. The Board shall pay the Consultant the sum of \$800 per day not to exceed 10 days of consulting for the total amount of \$ 8000. Grant funded.

**BY AND BETWEEN THE WATERVILLE CENTRAL SCHOOL DISTRICT**, located at 381 Madison Street Waterville, NY 13480, hereinafter referred to as the “District” and Educational Consultant, COLLEEN ULRICH, located at 110 Sylvan Lane, Mayfield, New York, 12117, hereinafter referred to as the “Consultant”,

WHEREAS the District desires to engage the services of the Consultant to perform the services described below on a non-exclusive consulting basis, subject to the following terms and conditions:

1. The Agreement will commence on August 15, 2023 and end on June 30, 2024.
2. The Board shall pay the Consultant the sum of \$800 per day not to exceed 10 days of consulting for the total amount of \$ 8000. Consulting services shall support the Special Programs and Services Office and all staff members.
3. Consulting services will include:
  - Professional development related to best teaching and learning practices related to inclusion of students with disabilities,
  - On-site visits to classrooms to provide job-embedded professional development related to collaborative teaching competencies, inclusion models of instruction, differentiated instruction, and specially designed instruction.
  - Meetings with building and District administrators, identified staff and focus groups as needed to support improvement of programs and services.
4. The Consultant shall submit an invoice on a monthly basis, stating the dates and hours services were rendered. The District shall verify that the services have been rendered and pay the Consultant within 30 days of submission of such invoice.

5. The District agrees to provide the Consultant with access to, but not exclusive of space, copier, and AV equipment.
6. The Consultant agrees to incur all costs related to mileage and lodging required to perform the services of this agreement.
7. This Agreement does not create an employee/employer relationship between the parties. It is the parties' intention that the Consultant will be an independent contractor and not the District's employee for all purposes, including to the application of the Fair Labor Standards Act, minimum wage and overtime payment, Federal Insurance Contributions Act (FICA), the Social Security Act, the Federal Unemployment Tax, the provisions of the Internal Revenue Code, the New York State Revenue and Taxations laws, the New York State Workers' Compensation Law, the New York State Unemployment Insurance Law and any other payments and contributions including contributions to a retirement system or plan. The Consultant agrees to forbear from presenting any claim for unemployment insurance and workers' compensation benefits at any time when this Agreement is in effect or thereafter.
8. The Consultant agrees to be a separate and independent enterprise from the District.
9. Any additional services to be provided by the Consultant shall be pursuant to written agreement between the Consultant and the District.
10. By giving at least five days notice in writing, either party may terminate this Agreement at any time. Services rendered up to the time of termination will be billed at the applicable rates. The Superintendent of Schools is authorized to give or accept such written notice.
11. This Agreement shall be construed in accordance with the laws of New York State and shall not be binding until approved by Resolution of the Board of Education.
12. This Agreement contains all the terms between the parties and may not be amended or modified except by written agreement signed by parties.

**IN WITNESS WHEREOF**, the parties have caused this Agreement to be signed as of the day and year first above written.

**WATERVILLE CENTRAL SCHOOL DISTRICT**

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BY: SUPERINTENDENT

**THE CONSULTANT**

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BY: Colleen Ulrich

Be it resolved upon the recommendation of the Superintendent of Schools, the Board of Education approved Oneida Orthopedics to serve as an athletic trainer to the district's varsity athletes at sporting events at the rate of \$24 per hour for the 2023-24 school year, not to exceed \$5,000.

**8-7 Action - Approval - Amendment of Contract with Consultant  
Resolution #16**

Be it resolved upon the recommendation of the Superintendent of Schools, the Board of Education approved the amendment, effective 10/1/23, to the contract dated 5/31/23, with Becky Nugent for an increase of \$8,900 (grant funded) to include duties related to providing professional development to staff in the area of data and developing a data dashboard to measure identified district priorities for the 23-24 school year. Additionally, the scope of work will include:

- Assist in cultivating a district culture of data analysis for continuous school improvement
- Educate staff on how to analyze and use multiple measures of data to inform instruction and student performance
- Establish a data framework based on tools, protocols, timelines and strategies that will help the district and individual schools become genuine learning organizations
- Provide PD, Data Walks and support staff in identifying patterns and trends to use data to inform instruction

**8-8 Action - Approval of Amendment of Salary Agreement with District Treasurer**

Be it resolved upon the recommendation of the Superintendent of Schools, the Board of Education approve the amendment, effective 10/10/23, to the salary agreement dated 6/16/23, with Cynthia Amarosa to assume all duties and responsibilities related to financial budgeting and state and federal reporting as well as overseeing all business office operations at an annual salary of \$95,000.

**8-9 Action - Approval of Contract with Consultant  
Resolution #17**

Be it resolved upon the recommendation of the Superintendent of Schools, the Board of Education approved the amendment, effective 10/16/23 through 6/30/24, at a rate of \$500 per day, not to exceed \$15,000. The scope of work will include:

- ST-3 and all forms due in the State Aid Management System
- Assistance with finalizing the 2022-23 external audit.
- Assistance with reviewing the 2023-24 school year budget.
- Assistance with preparing the 2024-25 school year budget.

1. PARTIES. This Consulting Agreement made on 10/13/2023 by and between:

Client: Waterville Central School District / Jennifer Spring and Joe Gugino

In consideration of the mutual terms, the Client hereby employs Joe Gugino as an independent contractor under the following terms and conditions:

2. TERM. The term of this Agreement shall commence on 10/16/2023 through 6/30/2024.

3. SERVICES PROVIDED. The Consultant agrees to provide the Waterville Central School District the following services:

- St-3 and all forms due in the State Aid Management System
- Assistance with finalizing the 2022-23 external audit.
- Assistance with reviewing the 2023-24 school year budget.
- Assistance with preparing the 2024-25 school year budget.



4. COMPENSATION. The Waterville Central School district agrees to pay the Consultant the following for the services mentioned in Section 3 of this Agreement: Waterville CSD will pay Joe Gugino \$500 per day, not to exceed \$15,000.
5. Laptop. The Consultant shall be provided a district-issued laptop during the term of this Agreement.
6. FAILURE TO PROVIDE SERVICES. If the Consultant becomes unable to perform the services under this Agreement by reason of illness, disability or death, compensation shall cease upon the happening of the event. Such an event must be verified by a licensed physician within the State.
7. ASSIGNMENT. Neither party may assign this Agreement without the express written consent of the other party.
8. SEVERABILITY. If any term, covenant, condition, or provision of this Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remainder of the provisions shall remain in full force and effect and shall in no way be affected, impaired, or invalidated.
9. ENTIRE AGREEMENT. This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes all other prior agreements and understandings, both written and oral, between the parties with respect to the subject matter hereof.
10. GOVERNING LAW. This Agreement shall be construed in accordance with and governed by the laws of the State of New York.

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Signature  
Date  
Jennifer Spring, Superintendent WCSO

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Signature  
Date  
Joe Gugino, Consultant

***Motion for Consent Agenda Items # 8-2 - 8-7, 8-9***

Motion Made: Ken Boone      Seconded:      Tim Jones  
Discussion: 8-8

Votes Taken:    Ayes    7      Nays      Abstained      Absent

Linda Hughes requested to update the Consent Agenda by removing 8-8 from the Consent Agenda and taking it into Executive Session. The motion was made by Justin Barth and Seconded by Tim Jones. All members agreed.

**Motion carried.**

**EXECUTIVE SESSION #1**

**9-1 Approval Executive Session  
Resolution #18**

Be it resolved the Board moved to Executive Session at 7:40pm to discuss 8-8 Resolution.

Motion Made: Justin Barth      Seconded: Tim Jones

Discussion:

Votes Taken:    Ayes    7            Nays    0            Abstained                    Absent

**Motion Carried**

Out of Executive Session at 8:35pm.

At this time, the Board of Education put 8-8 back on the agenda to be voted on.

**8-8 Action - Approval of Amendment of Salary Agreement with District Treasurer  
Resolution #19**

Be it resolved upon the recommendation of the Superintendent of Schools, the Board of Education approved the amendment, effective 10/10/23, to the salary agreement dated 6/16/23, with Cynthia Amarosa to assume all duties and responsibilities related to financial budgeting and state and federal reporting as well as overseeing all business office operations at an annual salary of \$95,000.

Motion Made: Peter Casatelli      Seconded: Tim Jones

Discussion:

Votes Taken:    Ayes    7            Nays    0            Abstained                    Absent

**Motion Carried.**

**10-0    PUBLIC COMMENT**

**11-0    BOARD QUESTIONS AND STUDENT REPORT**

None

**12-0    EXECUTIVE SESSION #2**

**12-1 Approval Executive Session**

**Resolution #20**

Be it resolved the Board moved to Executive Session at 8:45pm to review personnel.

Motion Made: Peter Casatelli      Seconded: Tim Jones

Discussion:

Votes Taken:    Ayes    7            Nays    0            Abstained                    Absent

Out of executive session at 9:15pm

**Motion Carried**

**13-0    ADJOURNMENT**

**Approval - Adjournment**

**Resolution #21**

Be it resolved the Board of Education meeting of October 17, 2023 was adjourned at 9:19pm.

Motion Made: Justin Barth      Seconded: Tim Jones

Discussion:

Votes Taken: Ayes 7 Nays 0 Abstained Absent  
**Motion Carried**