

BYRAM HILLS SCHOOL DISTRICT
ARMONK, NY
MONDAY, SEPTEMBER 21, 2015
BOARD OF EDUCATION MEETING
Meeting: 7:00 p.m. (Proposed Executive Session)
Public Meeting: 7:30 p.m.

DATE: September 21, 2015

TIME: 7:30 p.m. Public Meeting

PLACE: Board Room in District Office

PRESENT: Board of Education Members Present

Ms. Robin Glat, President
Mr. Brett Summers, Vice President
Mr. Scott Levy
Ms. Joyce Meiklejohn
Mr. Michael Sanders
Mr. Ira Schulman

Absent

Dr. Alban Burke

STAFF MEMBERS PRESENT:

Dr. William Donohue, Superintendent

Dr. Tim Kaltenecker, Assistant Superintendent for Curriculum and Instruction

Ms. Jen Lamia, Assistant Superintendent for Human Resources

1. Call to Order

At 8:15 p.m. the public meeting was called to order by Board President, Ms. Glat. Ms. Glat wished a happy Yom Kippur to all who celebrate it and mentioned that next week is the first full week for students.

2. Pledge of Allegiance

The Pledge of Allegiance followed.

3. Proposed Executive Session Upon Board Approval

The Board met in Executive Session at 7:05 p.m. to discuss the following three items:

3.1 Legal Matter - Individual Student

3.2 Legal Matter - Individual Student

3.3 Legal Matter - Real Property

4. Comments from the Public

There were no comments at this time.

5. Revision and Adoption of Agenda

A motion was made by Mr. Schulman and seconded by Mr. Levy to adopt the agenda as presented.

Vote: 6-yes 0-no. Motion carried.

A motion was made by Mr. Schulman and seconded by Mr. Sanders to adopt **Item 6: Consent Agenda - Personnel; Item 7: Consent Agenda - Special Services; and Item 8: Consent Agenda - Business** as presented.

Vote: 6-yes 0-no. Motion carried.

Ms. Glat highlighted the \$25,000 gift from the Byram Hills Education Foundation to be used for Insta-Grants which allows for smaller scale grants to be awarded throughout the school year.

Mr. Schulman made mention for the new Board members that if there is an item on the Consent Agenda that they would like to have further discussion about, the item can be removed from the Consent Agenda.

6. Consent Agenda - Personnel

6.1 Regular Substitute Teacher Appointment:

6.1.1 Melinda Sheehan, Spec. Ed., Wampus, effective 9/16/15

6.2 Amend Teacher Probationary Appointment:

6.2.1 Eszter Weisz, Mathematics, BHHS, amend probationary period from 8/26/14-8/25/17 to 8/26/14-8/25/16

6.3 Approval of Additional Teaching Assignment for 2015-16 School Year:

6.3.1 Jayne Karlin, .02 FTE, Art, BHHS

6.4 CSEA Resignation:

6.4.1 Regina Realbuto, Teacher Aide (SE), CH, amend resignation date from 6/25/15 to 9/28/15

6.5 CSEA Termination:

6.5.1 Employee #2445, P/T Cleaner, HCC, effective 6/30/15

6.6 CSEA Probationary Appointments:

6.6.1 Clarence Hewins, Part-time Cleaner, CH, effective 9/09/15

6.6.2 Matthew Martorana, Bus Driver, Transp., effective 9/24/15

6.6.3 Nina Ferraioli, Monitor, Transp., effective 8/17/15

6.7 Substitute Appointments:

6.7.1 Alissa Nicole Bruno, effective 9/22/15

6.7.2 Mandy Karam, effective 9/22/15

6.8 Fall Coaching Rescission:

6.8.1 Dan Beckley Assistant Varsity Girls Swim

6.9 Fall Coaching Appointments:

6.9.1 Denise Barnard Head JV Volleyball

6.9.2 Shannon Lampert Modified Boys Soccer (Volunteer)

6.10 Game Supervision and Intramural Appointments for 2015-16: See attached list.

7. Consent Agenda - CSE/SubCSE/CPSE Recommendations

8. Consent Agenda - Business

8.1 Acceptance of \$25,000 Gift from the Byram Hills Education Foundation, Inc.

Resolved, that the Board accepted the gift of \$25,000 from the Byram Hills Education Foundation, Inc. for BHEF Insta-Grants.

8.2 Authorization to Amend Healthcare Flexible Spending Account Plan

Resolved, that the Board authorized the Superintendent to execute the Summary of Material Modifications for the Wage Works Flex Plan effective commencing plan year 2015-16 (September 1, 2015 – August 31, 2016).

- 8.3 Authorization to Execute Consultant Agreement with Mi-Won Kim Goldsmith for the 2015-16 Fiscal Year
Resolved, that the Board authorized the Superintendent to execute a consultant agreement with Mi-Won Kim Goldsmith to serve as an accompanist for the 2015-16 fiscal year.
- 8.4 Adoption of Debt Service Fund Budget for 2015-16 Fiscal Year
Resolved, that the Board adopted the Debt Service Fund Budget for the 2015-16 fiscal year.
- 8.5 Acceptance of Treasurer's Report for July 2015
Resolved, that the Board accepted the Treasurer's Report for July 2015.

9. Unfinished Business

There was no Unfinished Business to discuss.

10. New Business

10.1 Presentation of the Results of the New York State Education Department's Testing Program

Dr. Kaltenecker presented the 2015 NYS Assessment Results. He discussed student performance through the lens of the state tests and the impact of students opting-out of the state tests. He mentioned that this is the third year of New York State Common Core Assessments in Grades 3-8 and the second year of Common Core Regents in Algebra. Last year the Common Core Geometry Regents was issued for the first time.

Dr. Kaltenecker presented excerpts from then Commissioner John King's August 7, 2013 memo concerning the shift from the old standards to the new standards. It was explained that the tests have four levels, and to reach proficiency, a score of Level 3 or 4 is needed. Dr. Kaltenecker noted that Byram Hills student' proficiency levels in Grades 3-8 ELA are generally double that of the state's results. In math, the New York State Performance tests indicates a decline and Byram Hills results reveal some fluctuation, but overall, the results match the District's expectations. Dr. Kaltenecker explained that we no longer double test students in grade 8, thus, the performance of eighth grade students shows a decline. Mr. Sanders asked if the overall fall in statewide testing is also from pulling out eighth graders and Dr. Kaltenecker responded yes.

Dr. Kaltenecker reported that the District always ranks in the 90th percentile or better in both Math and ELA. Mr. Summers added this is also why the growth module in APPR doesn't work - when you are already in the high 90's, you can't go up too much more. Mr. Levy asked about the differences between Level 2 and 3. Dr. Kaltenecker added that the teachers receive the scores of their students so as to help target how to help their students. Dr. Donohue added that the long-term plan was that these scores were to be used as predictors of how a student would do on their Regents and college exams, but the District no longer has confidence that the grade 3-8 tests predict high school performance. A year-to-year comparison indicates upward performance for Byram Hills in both ELA and Math. The students with disabilities are also outperforming the state by about three times.

Dr. Kaltenecker summarized the trends in performance for grades 3-8 and Regents exams.

Dr. Kaltenecker then presented the data by cohorts. He reported that grades 3-7 show an increase within their cohorts. Some discussion was held concerning significant increases and standard deviations. Mr. Levy asked how the data would correlate to the Pisa tests, but there was no direct correlation. Dr. Kaltenecker noted that Response to Intervention (RTI), which deals in real time in the classroom with benchmark assessments throughout the year, has been revised and is a better model than Academic Intervention Services (AIS). Now, RTI for students who score in the upper Level 2 is optional. Dr. Donohue added that the state wanted a score of Level 3 to represent proficiency, but the numbers were out of control, resulting in 70% of students needing help.

Dr. Kaltenecker presented the results in science, which were very consistent. He noted the reason the scores are always so consistent is because the state is taking a normal curve and laying it out over where the student's results are. Because of this, Dr. Kaltenecker explained that you can tell when the state is tinkering with their model.

Dr. Kaltenecker then explained the passing and the mastery rates for 2015 (English, History, Science and Math). He noted that the expectations for the 2022 graduates will change, noting that by 2022, students will need to receive a higher level of proficiency on five different Regents or they will receive a lower level diploma.

Dr. Kaltenecker then reviewed the next steps to be taken. The District is implementing a new framework for literacy and social studies, and will evaluate new programs on math next year. In January 2016, the State Education Department will reveal what they have decided to do with the K-12 Science standards.

Dr. Kaltenecker then reviewed the impact of the student opt-outs on the test scores. To do so, he took the 2014 scores of the students who opted-out in 2015 and plugged those scores into his data. For example, in ELA, the District had 65% of students reaching proficiency in grade 3, noting that it would probably have been 62% if those who opted-out took the tests and had similar results from the previous year. Overall, the scores would have been minimally affected and statistically insignificant for the District. Ms. Glat thanked Dr. Kaltenecker for all the detail he provided to the Board.

10.2 NYSSBA 2015 Proposed Bylaw Amendments / Resolutions & Voting Delegates Guide

Mr. Summers and Mr. Levy attended the September Westchester-Putnam School Boards Association meeting which discussed each resolution to see if there was a regional consensus. He and Mr. Levy discussed their recommendations on how they would anticipate voting at the NYSSBA Annual Business meeting in October.

There were some resolutions recommended for adoption for which Mr. Summers and Mr. Levy both agreed they would vote "yes", yet others that they would not. They also mentioned that there were some resolutions that the committee did not recommend which Mr. Summers and Levy might disagree with. Mr. Summers also noted the resolution submitted by Byram Hills in 2010 which was for a five-year renewable tenure may expire next year, and if that should happen, he might suggest, in a year from now, to renew that resolution.

Resolutions that Mr. Summers and Mr. Levy are recommending include:

- Resolution 10 on the worksheet (*Support legislation that officially grants all public schools the same exemptions from NYS Education law and or regulation which have been granted to any charter or public school*);
- Resolution 12 authored by Brewster (*Actively support legislation that would require design and validation of an APPR process that truly informs instruction and thereby promotes student learning*); and
- Resolution 14, the Veteran's Benefits Amendment, which supports the state assuming responsibility for subsidizing the veteran's exemption.

Mr. Summers explained the state passed a law which left a tax credit up to the municipalities which, if approved by municipalities, is an unfunded benefit made available to veterans. Some communities have passed it, some have denied it, and some are studying it. Mr. Summers noted the lobbyists in Albany will press for a resolution for the state to subsidize the exemption (though Mr. Summers thinks there will be an amendment from the floor to fully fund it). He and Mr. Levy will report back on this.

- Mr. Summers added that Resolution 27 was not recommended (as of October 15, 2015: NYSSBA and its Board express no confidence in the NYS testing system). Mr. Summers noted that Resolution 27 will be amended and Mr. Levy added it is the single, most important resolution.

Some resolutions recommended for adoption that Mr. Summers and Mr. Levy may not vote in support of are: Resolution 15, which would support state intervention in districts that have been financially mismanaged – this was an issue of local control. Mr. Levy added that it is quite vague and Mr. Summers added that the committee can't both argue for local control and permit a vague standard for coming in and taking over a district.

The other resolution Mr. Summers and Mr. Levy recommended voting against is:

- Resolution 18 (*Support programs and policies to expand access to AP, IB, or other enrichment programs offered through online delivery*). Mr. Summers categorized this with Resolution 21 (*Support incorporating prekindergarten into the operational school aid formulas*) and Resolution 22 (*Support making prekindergarten transportation an aidable expense*). He said these are essentially individual items that create funding mechanisms for very specific things, and they don't help downstate areas. The sense at WPSBA was to fully restore aid to the schools and completely eliminate GEA, and provide the districts with the money to use at their discretion. Currently prekindergarten special education is paid for at the county level, and if it's now aidable and paid for at the district level, it is a slippery slope to put all prekindergarten expenses on the district. Again, it is a little bit of an upstate/downstate issue.

The last few resolutions are in the category of proposed resolutions, not recommended for adoption, but Mr. Summers and Mr. Levy would recommend them.

- Resolutions 25 and 26 are essentially to make NYSSBA more transparent. Currently NYSSBA is a not-for-profit corporation, so it doesn't have to publicly disclose compensation of its employees; but all of the employees have public pensions. Mr. Summers asked rhetorically: "How much does that play into what NYSSBA's role is in lobbying? Are they subject to Albany negotiation tactics?" Mr. Schulman agreed and added, "We give them a significant amount of money and there should be transparency with it." Mr. Levy added that there is no justification for them to keep it quiet.

Mr. Summers reported that Resolution 29, not recommended by the committee, is one that he and Mr. Levy might vote for. (*Support legislation that parents and guardians with support from local SD are best qualified to determine educational needs of their children by fully supporting a parent or guardians right to take or refuse state tests*). He noted districts are currently penalized if they don't have 95% of students taking the tests. We are required by state law to administer the tests. It is not a violation of state law for a student to opt-out. He commented that it might be a breach of the Boards' duties, as board members, to encourage that. There was further discussion on this topic and Dr. Donohue added that he doesn't like the idea of the legislature doing any of this, and asked why we need a law to say parents can decide to opt-out their students. Mr. Schulman added that this is also a relatively new issue and would agree to support Mr. Summers and Mr. Levy on proposing an amendment, but as it is now, he would not support it. Mr. Levy added that there still are a lot of questions about the repercussions of opting-out. Mr. Summers added that the opt-out movement seems to be the only thing getting the Governors attention. Mr. Summers thanked the Board and appreciated their discussion on these points. Ms. Glat thanked Mr. Summers and Mr. Levy for their work on this. The Board authorized Mr. Summers to vote on behalf of the Byram Hills Board of Education on all matters during the NYSSBA Annual Meeting on October 20, 2015.

10.3 Acceptance of a Special Byram Hills Education Foundation Fall 2015 Grant

A motion was made by Mr. Schulman and seconded by Mr. Levy to accept a special Byram Hills Education Foundation Fall 2015 Grant for "Full STEAM Ahead!" in the amount of \$90,495. Vote: 6-yes, 0-no.

Dr. Donohue reported that last year was the first time the Foundation offered "Dedicating Giving." Prior to last year, contributions would go toward the Foundation's General Fund and the Education Foundation would award the grant money accordingly. He noted that Mr. Sanders, our current Board member, was Chairman of the Foundation planning for "Dedicating Giving" when it began, and then came to fruition under another Board member, Mr. Levy. This year the District developed a grant for \$90,000 for STEAM that will build on the 1-1 computing grant from last year. This is the next big step forward for Byram Hills. Dr. Donohue thanked the Foundation for their donation. Mr. Schulman added that the District is very fortunate, and this is a watershed grant for what we are doing in our classrooms. Mr. Sanders added that the effort the administration devoted to

initiating this project and the energy and time that went into this is obvious and is very exciting. Mr. Levy added that the grant epitomizes what the Foundation wants to accomplish.

Ms. Glat asked about the impact this grant may have on future budgets. Dr. Donohue responded it will not be a significant impact on the budget, however, some software will need to be updated from time to time. Ms. Glat thanked the families who donated to this grant funding.

11. Staff Reports

11.1 Superintendent

Dr. Donohue reported that in addition to the large grant awarded by the Byram Hills Education Foundation for our Technology program, there is another \$25,000 in grant money from the Foundation in a program called Insta-Grants that teachers can apply for during the school year. He noted that Insta-Grants do not have to be technology related. Dr. Donohue mentioned that whether a parent makes a donation at tax time or comes to the Foundation's annual Gala, or attends the Foundation sponsored Wizard's game, all contributions go toward funding these grants.

Dr. Donohue also reported that all Back-to-School nights have been successful. Mr. Summers mentioned that after the Kindergarten Back-to-School night, new parents were invited to the Brynwood Country Club for refreshments, hosted by the Byram Hill Education Foundation. It was noted that it was an excellent introduction to the Foundation. Dr. Donohue then mentioned Homecoming scheduled for Friday, October 3rd (with fireworks and athletic games) and Saturday, October 4th (athletic games throughout the day). He mentioned that this year's Homecoming is being held a little later than in the past, which may help with attendance.

11.2 Assistant Superintendent for Business and Management Services, District Clerk

Mr. Carlson was not in attendance.

11.3 Assistant Superintendent for Curriculum and Instruction

Dr. Kaltenecker covered his information earlier during his presentation.

11.4 Assistant Superintendent for Human Resources

Ms. Lamia discussed the changes being made to teacher certification requirements. Beginning in the 2016-17 school year, all teachers will be required to re-certify every five years. Teachers hired after 2004 will be held accountable for 100 hours; currently it is 175 hours.

12. Board Reports

12.1 President

Ms. Glat made mention of a Journal News article, entitled, Allen: Cultural Change can Drive a Program to New Heights. She congratulated Matt Allen, Byram Hills High School History teacher and Soccer Coach, who wrote the article about the evolution of the high school soccer team and how he changed from "focusing on wins" to "focusing on the journey," which Mr. Allen calls the "Byram Way." Ms. Glat also congratulated the District's five seniors who are semifinalists in the annual National Merit Scholarship Program.

12.2 Committee/Board Members

12.2.1 September 25, 2015: Town / School District Liaison Committee, Town Hall, 7:45 a.m.

12.2.2 October 2, 2015: Policy Committee, District Office, 1:30 p.m.

12.2.3 NYSSBA 96th Annual Convention: October 18-20, 2015, NYC

Mr. Summers mentioned that the Westchester-Putnam School Boards Association will hold their meeting on October 5 from 7:30 p.m. to 9:30 p.m. on Governance, which was the number one requested

topic on their recent survey. Mr. Levy reported on three resolutions that will be voted on at NYSSBA's Annual Business Meeting on October 20, 2015.

Mr. Schulman noted there is a Town Liaison meeting this Friday, September 25. Mr. Schulman offered a brief summary on Byram Hills sports: Boys' Soccer team is ranked #1 in New York State; Girls Soccer Team is ranked in the top 30 in New York State; Boys Football Team is playing hard; and seems on the verge of winning; Volleyball and Tennis Teams are doing well; and for the first time, the Girls Field Hockey Team is ranked in the top 10 of Section One.

Ms. Glat noted there is a Policy Committee meeting on October 2, 2015.

12.3 Topics for Future Agendas/Requests for Information

Mr. Levy requested copies of letters to the Board of Regents from Scarsdale and Hastings School Districts. He noted that last week, our Regent was vehemently against the teacher evaluation system, so there is still a window for Byram Hills to express their opinion on the matter. The Board agreed. Mr. Summers suggested that the Lower Hudson Council of School Superintendents have some input in this matter and he requested having a draft of a letter prepared. Mr. Summers will send the Scarsdale and Hastings letters to Dr. Donohue.

13. Communications to the Board

There were no additional communications to the Board.

14. Approval of Board of Education Minutes: September 8, 2015

After a minor revision, a motion was made by Mr. Summers and seconded by Mr. Sanders to approve the Board of Education Minutes of September 8, 2015. Vote: 6-yes, 0-no. Motion carried.

15. Executive Session

The Board met in Executive Session earlier and completed discussions on:

3.1 Legal Matter - Individual Student

3.2 Legal Matter - Individual Student

3.3 Legal Matter - Real Property

16. Adjournment

At 9:48 p.m. a motion was made by Mr. Schulman and seconded by Ms. Meiklejohn to adjourn the meeting. Vote: 6-yes 0-no. Motion carried.

Respectfully submitted,

Donna Tulkin-Godoy, Secretary

October 6, 2015

Date