

MORRIS CENTRAL SCHOOL BOARD OF EDUCATION

Date of Meeting: July 10, 2023

Kind of Meeting: Regular

Board Members Present: Mary Dugan, Russell Tilley, Emily Boss, Wendy Moore, Theresa DeLaurentiis

Others Present: Jamie Maistros, Superintendent; Brian Breck, Principal;

The meeting was called to order by President Mary Dugan at 6:40 p.m.

The minutes of the regular meeting of June 15, 2023 was approved as presented on the motion of Teresa DeLaurentiis, seconded by Emily Boss, and carried 5-0.

Correspondence: Mary Dugan shared a letter and thank you notes from Yearbook, Dr. Catherine Huber, and Patty Armstrong, with the Board.

Public Comment: None

Superintendent's Reports:

Jamie Maistros talked to the Board about the capital project. The estimates for either repairing or demolishing the old bus garage came in too high. They are going to take the old bus garage out of the project until new estimates come in. The repair or demolition of the bus garage will be sent to SED separately. There should be more information for the next Board meeting.

Jamie Maistros talked to the Board about the updating of the Safety Plans. The Safety team met today, not much is changing in the plans, mostly names. The majority of the meeting we discussed the metal detectors. We discussed staffing, back up for staffing, are we liable if something happens when we are not using them, are we going through backpacks, are people taking their shoes off, staffing for ball games, concerts, etc., lack of heat between the doors in the main entrance, etc. Metal detectors are temperature sensitive. Teresa DeLaurentiis asked that we get policies from the schools that have metal detectors to see what the policies say about their use. The consensus of the Board was to go through other schools' policies and try to anticipate as many questions as possible before we hold a public forum regarding the use of metal detectors.

Jamie Maistros talked to the Board about the Pre-K staffing. The Board, in the past, wanted sixteen students or less in Pre-K, one teacher and one aide, 17 and more, one teacher and two aides. The state regulation is up to 18 students, one teacher and one paraprofessional, 19 and 20 students one teacher and two paraprofessionals. Mrs. Maistros asked for a consensus of the Board on which we should use.

The consensus of the Board was to follow the state regulation of 1-18 students, one teacher and one paraprofessional and 19 or 20 students in Pre-K, one teacher and two paraprofessionals.

Principal's Reports:

Brian Breck talked to the Board about the Regents grades. There is not a significant change from last year. The biggest change is at the mastery level.

Brian Breck gave the Board an update about the fourth quarter grades. The overall grades dropped a little in the fourth quarter. High Honor numbers dropped and Honor Roll numbers increased about five percent. During the fourth quarter we gave extra help to the students that were in danger of failing classes or grades. Of the seven students that failed for the year, six agreed to go to summer school.

Brian Breck talked to the Board about summer school and CROP. We have two teachers for summer school. They are teaching middle school math, Algebra, English and overseeing students who are doing

credit recovery online for Global. Summer CROP, LPP, Driver Education are off to a great start. We have approximately 130 students in the school on any given day.

Brian Breck gave the Board a hiring update. We had two interviews for vocal music last week. One candidate was highly recommended to Mrs. Maistros. Caitlin Smith and Mr. Breck interviewed a candidate for permanent substitute who would cover Ms. Smith's classes during her maternity leave.

Brian Breck talked to the Board about upcoming dates. CROP and summer school end on August 1st. There will be Regents tutoring, dates and times to be decided. The Principal's Retreat is July 26 through July 28.

Brian Breck gave the Board an update on the Rtl Summit. The team focused on supporting teachers with Tier 1 interventions as well as providing professional development on data collection, and the difference in student support between Tier 1, 2, and 3. They will be meeting to discuss behavioral issues on August 2 and 3.

Be It Resolved upon recommendation of the Superintendent, that the Board of Education of the Morris Central School District approve the following:

The following business items 1 through 6 were approved as presented on the motion of Russell Tilley, seconded by Emily Boss, and carried 5-0:

1. Approval of Claim Auditor's Reports and Warrants # 128, 129, 130, 131, 132, and 133, as presented.
2. Approval of the Treasurer's Report for the month of June 2023, as presented. The bank statements did not arrive in time for the Board meeting.
3. Approval of the Central Treasurer's Report for the month of June 2023 and the Trial Balance for the 2022-2023 school year, as presented.
4. **Be It Resolved** that the Board of Education of the Morris Central School District approves the changes in the Tentative Agreement By and Between the Morris Central School District and the Morris Educational Support Staff dated July 1, 2023 through June 30, 2026, as attached. (See Attachment #1). *association*
5. Approval of the Summer Golf Club for 2023. The Club is playing six nights at Colonial Ridge. The cost is \$100 per night.
6. **Be It Resolved** that the Board of Education of the Morris Central School District approves the Budget Transfer Reports in the amount of \$23,521.20, retroactive to June 30, 2023, as presented.

The following personnel items 1 through 14 were approved as presented on the motion of Wendy Moore, seconded by Teresa DeLaurentiis, and carried 5-0:

1. Approval of the resignation of Destinie Smith as a probationary vocal music teacher effective June 30, 2023.
2. Approval of the resignation of Christina Posh-Strain as a teacher aide effective September 1, 2023. Mrs. Strain paid for her health insurance for the months of July and August.
3. Approval of Lisa Galbreth as a summer bus monitor for the Pathfinder run, July 10 through August 18, 2023. Mrs. Galbreth will be paid \$17.50 per run.
4. Approval of the summer bus drivers for CROP starting on July 5 through August 1, 2023. The drivers are as follows:

Catherine Feather, \$25.30 per hour, Joseph Holbert \$28.00 per hour, James Tyler \$31.65 per hour, and William Whitaker \$25.57 per hour.

5. Approval of the summer golf chaperones Julene Waffle, Taryn Ostroff, and Teresa Kane. They will be paid \$40 per night.
6. Approval of the following summer school teachers for 2023:
 - Julene Waffle - \$1,900 per course. Mrs. Waffle is teaching two courses
 - Teresa Kane - \$1,900 per course. Mrs. Kane is teaching two courses
7. Approval of the following summer CROP employees:
 - McKenzie Rhone – Activity Leader at \$20.50 per hour
 - Heather Bevilacqua – Peer Tutor at \$14.20 per hour
 - Substitutes Carla LaMariana and Lisa Rozanski as substitute Activity leaders at \$20.50 and substitute Peer Tutors at \$14.20 per hour; Alexandra Stankowitz as a substitute Peer Tutor at \$14.20 per hour.
8. **Be It Resolved** that the Board of Education of the Morris Central School District approves the revisions to the Terms of Employment for John Tol, Jill Foerster, Shannon Harrington and Judy Matson, as attached. (See Attachment #2)
9. Approval of Bonnie Georgi, M.S.; C.A.S. as an independent contractor to provide psychology services effective July 1, 2023 through June 30, 2024. The cost for her services are as follows: a) \$350 for completion of routine re-evaluations, with an additional fee of \$50 per component for any special components, b) \$350 per completion of initial evaluations, with an additional fee of \$50 per component for any special components, c) Per diem services at a rate of \$325 per day, or hourly services at a rate of \$50 per hour. Services will be billed to the District monthly.
10. Approval of Christina DeCesare as CROP Project Manager at a salary of \$53,040, with individual health insurance, both paid out of the CROP Grant. It is a ten-month position with 10 days in the summer at \$289 per diem.
11. Approval of the maternity leave of Caitlin Smith starting on September 5, 2023 through approximately October 13, 2023. Ms. Smith will return to work on or about October 16, 2023.
12. Approval of April Vunk as a CSE Chairperson for the 2023-2024 school year. Mrs. Vunk's stipend is \$8,000 for the 2023-2024 school year.
13. Approval of Caitlin Smith as a CSE Chairperson for the 2023-2024 school year. Ms. Smith's stipend is \$8,000 for the 2023-2024 school year.
14. Approval of the following advisors for the 2023-2024 school year:
 - Junior Class – Teresa Kane with a stipend of \$568
 - Sophomore Class – Julene Waffle with a stipend of \$644
 - Freshman Class – Beth Collins with a stipend of \$330
 - Yearbook – Julene Waffle with a stipend of \$1,679
 - Calendar – Julene Waffle with a stipend of \$420 (Maximum)
 - Newsletter – Julene Waffle with a stipend of \$1,350
 - Honor Society – April Vunk with a stipend of \$640 and JoAnn Fredette with a stipend of \$600
 - Student Council – Diane Walling with a stipend of \$929
 - Senior Play – JoAnn Fredette with a stipend of \$900
 - Webmaster – Greg Thom with a stipend of \$949
 - Jazz Band – Deanna Perkosky with a stipend of \$929
 - Instrumental Director – Deanna Perkosky with a stipend of \$1,033

Athletic Club – Michael Iannelli with a stipend of \$1,273
Drama Club – JoAnn Fredette with a stipend of \$929
Safety Patrol – Ryan Manchester with a stipend of \$900
Science Club – Heather Grant with a stipend of \$1,022
Outdoor Club – Maria Deysenroth with a stipend of \$959
Golf Club – Julene Waffle with a stipend of \$959
Weight Room Supervisor – Michael Iannelli with a stipend of \$2,600, to be paid quarterly at
\$650 per quarter
Server Maintenance – Greg Thom with a stipend of \$3,199
Athletic Director – Michael Iannelli with a stipend of \$4,874
Data Protection Officer – Greg Thom with a stipend of \$1,138
District Data Specialist – Elaine Parker with a stipend of \$1,705
Technology Coordinator – Greg Thom with a stipend of \$4,427
Senior Class – TBD
Spanish Club – TBD
Color Guard – TBD
Spanish Honor Society – TBD
Choral Director - TBD

The following Administrative item #1 was approved as presented on the motion of Russell Tilley, seconded by Emily Boss, and carried 5-0:

1. **Be It Resolved** that the Board of Education of the Morris Central School District approves the first reading of the revisions of following policy:

Policy #5680 – District Wellness Policy

Public Comment: None

The Board went into executive session at 7:30 p.m. to discuss personnel Issues, and CSE/CPSE on the motion of Russell Tilley, seconded by Emily Boss, and carried 5-0.

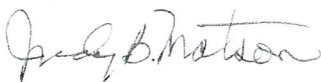
The Board came out of executive session at 8:31 p.m. on the motion of Russell Tilley, seconded by Teresa DeLaurentiis, and carried 5-0.

On the motion of Emily Boss, seconded by Russell Tilley, and carried 5-0, the IEP's of the specified CSE students' plans #2959, 3199, 3053, 3056, 2997, 2603, 2993, 2990, 2992, 2538, 2541, 2540, 3246, 3232, and 3172 were approved as presented. Students' Individual Education Plans (IEP) was viewed online, in executive session, on an as needed basis.

On the motion of Wendy Moore seconded by Teresa DeLaurentiis, and carried 5-0, the IEP's of the specified CPSE students' plans #3248 and 3190 were approved as presented. Students' Individual Education Plans (IEP) was viewed online, in executive session, on an as needed basis.

The Board adjourned at 8:33 p.m. without further discussion on the motion of Emily Boss, seconded by Russell Tilley, and carried 5-0.

Respectfully submitted,



Judy B. Matson
District Clerk

TENTATIVE AGREEMENT
By and Between the
Morris Central School District
And the
Morris Educational Support Staff Association

The terms and conditions of employment set forth in the current Collective Bargaining Agreement (2022-2023) shall remain in full force and effect, except as expressly and specifically modified by this Tentative Agreement.

Articles to be modified, and the specific provisions that are to be modified in said Articles, are indicated in **bold** or with ~~**bolded-strikethroughs**~~.

ARTICLE 4 – HOLIDAYS

Add Juneteenth as a floating holiday for 12-month employees, to be taken by June 30 of said year.

ARTICLE 4 – HOLIDAYS

Add Christmas Eve for 12-month employees as long as school is not in session.

ARTICLE 11 – BEREAVEMENT LEAVE

Remove current language and replace with the following:

All members of the bargaining unit shall be allowed bereavement leave with full pay in the event of a death within their family. Members are entitled to up to four (4) days of bereavement leave for a family member.

The superintendent can increase—both by number of days and by eligibility—the aforementioned benefit upon request through the association on behalf of the member.

ARTICLE 18 – SALARY

~~2022-2023 Starting salary based on an hourly rate of not less than thirteen dollars and ninety cents (\$13.90) per hour.~~

2023-2024 – starting salary based on an hourly rate of not less than \$15.00 per hour.

ARTICLE 18 – SALARY

Remove current salary increase language and replace with the following:

2023-2024

- <1-1 year in the district: \$.80/hr.**
- >1-<5 years in the district: \$1.00/hr.**
- >5 years in district: \$1.25/hr.**

2024-2025

- <1-1 year in the district: \$.80/hr.**
- >1-<5 years in the district: \$1.00/hr.**
- >5 years in district: \$1.25/hr.**

2025-2026

- <1-1 year in the district: \$.80/hr.**
- >1-<5 years in the district: \$1.00/hr.**
- >5 years in district: \$1.25/hr.**

ARTICLE 18 – SALARY

Remove the current longevity stipends language and replace with the following:

Longevity Stipends:

Longevity will be distributed as follows:

<u>District Service After (In The)</u>	<u>Added to Annualized Salary</u>
5 (6th year)	one hundred sixty-five dollars (\$165)
10 (11th year)	two hundred fifty dollars (\$250)
15 (16th year)	three hundred dollars (\$300)
20 (21st year)	four hundred dollars (\$400)
25 (26th year)	four hundred fifty dollars (\$450)

***Effective July 1, 2023, returning unit members having completed a minimum of 5 years at MCSD shall receive the 5th year longevity payment of \$165. Additionally, effective July 1, 2023, returning unit members shall receive the difference between the amount indicated in the longevity stipends section for their most recent longevity payment and amount contained in the 2022-2023 collective bargaining agreement for the same longevity step. For example, a unit member with 18 years of MCSD service in the 2022-2023 school year would receive the 5th year longevity payment (\$165) plus the difference between the 15th year longevity payment in the 2022-23 collective bargaining agreement and the amount listed in the longevity stipends section for the 15th year (\$100).**

In addition, any unit member who will be receiving a longevity stipend for a new step, will also receive that. For example, a unit member who is in their 21st year in the 2023-2024 school year will receive the 5th year payment (\$165), the difference between the two contracts for the 15th year (\$100), plus the new 20th year payment (\$400). Beginning with the 2024-2025 school year, the payments will be applied as per the longevity stipends section.

ARTICLE 18 – SALARY

6. Bus Drivers

Drivers will be paid their hourly rate for extra runs.

ARTICLE 18 – SALARY

Add a new number 10 to Article 18 – Aides.

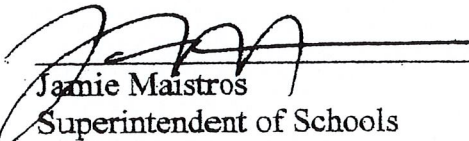
10. Aides

Any aide assigned to more than one recess will be given a stipend of \$50 to purchase cold weather clothing/boots, etc. This will only apply to aides after they have completed their first full year of employment. The member would be reimbursed by presenting receipts to the treasurer.

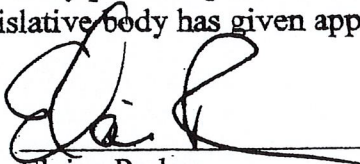
ARTICLE 28 – DURATION OF AGREEMENT

This contract shall be effective on July 1, ~~2022~~ 2023, and shall continue in effect through June 30, ~~2023~~ 2026.

This Tentative Agreement shall take effect upon ratification by the Association and approval by the Board of Education. Also, in accordance with Section 204-a of the Civil Service Law, it is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefor, shall not become effective until the appropriate legislative body has given approval.



Jamie Maistros
Superintendent of Schools



Elaine Parker
Association President

6/14/23

Date

06/14/2023

Date

**BOARD OF
EDUCATION**
MARY DUGAN
President
RUSSELL TILLEY
Vice President
WENDY MOORE
EMILY BOSS
TERESA DELAURENTIIS

MORRIS CENTRAL SCHOOL

**PO BOX 40
65 MAIN STREET
MORRIS, NEW YORK 13808**

ADMINISTRATION

JAMIE MAISTROS
Superintendent

BRIAN BRECK
Principal

June 22, 2023

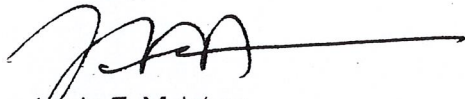
Jill Foerster

Dear Jill:

On June 15, 2023, the Morris Central School Board of Education will approve your terms of employment as Cafeteria Manager for the 2023-2024 school year, effective September 5, 2023.

If you agree with the following terms of employment, please sign and return to Mrs. Matson.

Sincerely,



Jamie E. Maistros
Superintendent

JEM/jbm

Employment Benefits:	2023-2024
Salary:	\$38,844 (\$1.50 per hour), Revised
Sick Days:	11 (accumulate up to the maximum of 120 days)
Personal Days:	4
Working Schedule:	10-months 200 days during the school year. In the summer your days are per diem.
Paid Holidays:	10 (11 if school starts before Labor Day)
Hire Date:	August 29, 2018
Hours	7:00 a.m. to 2:00 p.m. (6.5 hours work day)

Health Insurance Contribution: 10% of annual premium of single policy or 20% of annual premium for family policy (Plan U)

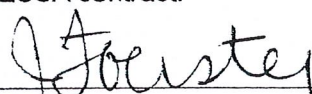
Longevity Stipend: A longevity stipend will be given after achieving incremental landmarks of service in the District. These landmarks will be at 10, 15, 20, 25, and 30 years of service. Longevity stipends will be added to the base salary after the percentage increase for that year has been calculated. Longevity stipends consist of the following: \$300 (10 and 15 years); \$600 (20, 25, and 30 years).

Bereavement: Same as a teacher aide per MESSA contract.

Retirement Benefits: At the discretion of the Board, people in this position upon retirement have been given the same terms as in the Morris Central School Educational Support Staff Association, which is as follows:

Upon retirement, accumulated sick days will be reimbursed at \$50.00 per day up to the maximum allowable accumulation in this position (120 days).

Retirement Health, Dental, and Vision Insurance Benefits: Equal to that of employees under the MESSA contract.


Signature

Date

**BOARD OF
EDUCATION**
MARY DUGAN
President
RUSSELL TILLEY
Vice President
WENDY MOORE
EMILY BOSS
TERESA DELAURENTIIS

MORRIS CENTRAL SCHOOL

**PO BOX 40
65 MAIN STREET
MORRIS, NEW YORK 13808**

ADMINISTRATION

JAMIE MAISTROS
Superintendent

BRIAN BRECK
Principal

June 22, 2023

Shannon Harrington

Dear Shannon:

On June 15, 2023, the Morris Central School Board of Education will approve your terms of employment as District Treasurer for the 2023-2024 school year, effective July 1, 2023.

If you agree with the following terms of employment, please sign and return to Mrs. Matson.

Sincerely,



Jamie E. Maistros
Superintendent

JEM/jbm

Employment Benefits:

2023-2024

Salary:	\$50,560 (\$1.50 per hour)
Sick Days:	10 (accumulate up to the maximum of 170 days)
Personal Days:	5
Vacation Days:	10 after five years of service, 15 vacation days (Allowed to carry-over 5 unused vacation days to maximum of 20 days.)
Working Hours:	8:00 to 4:00, School breaks/Summers 8:00 to 3:00
Working Schedule:	12-months (260 days)
Paid Holidays:	14 (Christmas Eve and Juneteenth Day have been added.)
Hire Date:	March 15, 2021
Professional Dues:	State and Local NASBO

Health Insurance Contribution: Single 90% District contribution, Family 80% District Contribution. (Plan U)


Longevity Stipend: A longevity stipend will be given after achieving incremental landmarks of service in the District. These landmarks will be at 10, 15, 20, 25, and 30 years of service. Longevity stipends will be added to the base salary after the percentage increase for that year has been calculated. Longevity stipends consist of the following: \$300 (10 and 15 years); \$600 (20, 25, and 30 years).

Bereavement: As per MESSA contract.

Retirement Benefits: At the discretion of the Board, people in this position upon retirement have been given the same terms as in the Morris Central School Educational Support Staff Association, which is as follows:

Upon retirement, accumulated sick days will be reimbursed at \$50.00 per day up to the maximum allowable accumulation in this position (170 days).

Retirement Health, Dental, Vision Insurance Benefits: Equal to that of employees under the MESSA contract



Signature

6/21/23
Date

**BOARD OF
EDUCATION**

MARY DUGAN

President

RUSSELL TILLEY

Vice President

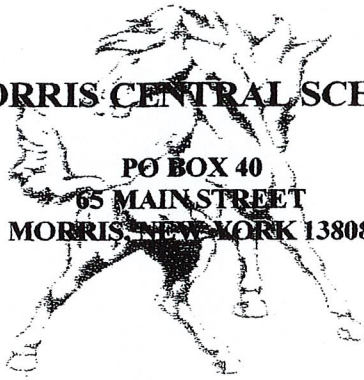
WENDY MOORE

EMILY BOSS

TERESA DELAURENTIIS

MORRIS CENTRAL SCHOOL

**PO BOX 40
65 MAIN STREET
MORRIS, NEW YORK 13808**



ADMINISTRATION

JAMIE MAISTROS
Superintendent

BRIAN BRECK
Principal

June 22, 2023

Judy Matson

Dear Judy:

On June 15, 2022, the Morris Central School Board of Education will approve your terms of employment as Superintendent's Secretary and the positions listed below for the 2023-2024 school year, effective July 1, 2023.

If you agree with the following terms of employment, please sign and return to Mrs. Matson.

Sincerely,

Jamie E. Maistros
Superintendent

JEM/jbm

Employment Benefits:

2023-2024

Salary:	\$49,780 (\$1.50 per hour) plus the stipends below.
District Clerk:	\$2,380 (\$100 increase)
Central Treasurer:	\$1,850 (\$50 increase)
Substitute Calling:	\$2,417 (\$100 increase)
Sick Days:	10 (accumulate up to the maximum of 170 days)
Personal Days:	5
Vacation Days:	15 (Allowed to carry-over 5 unused vacation days to a maximum of 20 days.)
Working Schedule:	12-months
Paid Holidays:	14 (Christmas Eve and Juneteenth Day have been added.)
Hire Date:	January 2, 1996 (3/1/2003 Superintendent's Secretary)

Health Insurance Contribution: 10% of annual premium for an individual policy (Plan U)

Longevity Stipend: A longevity stipend will be given after achieving incremental landmarks of service in the District. These landmarks will be at 10, 15, 20, 25, and 30 years of service. Longevity stipends will be added to the base salary after the percentage increase for that year has been calculated. Longevity stipends consist of the following: \$300 (10 and 15 years); \$600 (20, 25, and 30 years).

Bereavement: As per MESSA contract.

Retirement Benefits: At the discretion of the Board, people in this position upon retirement have been given the same terms as in the Morris Central School Educational Support Staff Association, which is as follows:

Upon retirement, accumulated sick days will be reimbursed at \$50.00 per day up to the maximum allowable accumulation in this position (170 days).

Retirement Health, Dental, Vision Insurance Benefits: Equal to that of employees under the MESSA contract.

6/22/23
Date

**BOARD OF
EDUCATION**
MARY DUGAN
President
RUSSELL TILLEY
Vice President
WENDY MOORE
EMILY BOSS
TERESA DELAURENTIIS

MORRIS CENTRAL SCHOOL

**PO BOX 40
65 MAIN STREET
MORRIS, NEW YORK 13808**

ADMINISTRATION

JAMIE MAISTROS
Superintendent

BRIAN BRECK
Principal

June 22, 2023

John Tol

Dear John:

On June 15, 2023, the Morris Central School Board of Education will approve your terms of employment as per diem Director of Facilities I for the 2023-2024 school year, effective July 1, 2023.

If you agree with the following terms of employment, please sign and return to Mrs. Matson.

Sincerely,



Jamie E. Maistros
Superintendent

JEM/jbm

Employment Benefits:

2023-2024

Salary:	\$50,978 (\$1,50 per hour), Revised
Longevity:	20 years
Sick Days:	10 (accumulate up to the maximum of 170 days)
Personal Days:	5
Vacation Days:	15 (Allowed to carry-over 5 unused vacation days to a maximum of 20 days.)
Work Schedule:	12-months
Paid Holidays:	14 (Christmas Eve and Juneteenth Day have been added.)
Hire Date:	4/1/02 (Head Custodian 7/1/14)

Health Insurance Contribution: 10% Contribution for Single Plan Per MESSA Contract (**Plan N**)

Longevity Stipend: A longevity stipend will be given after achieving incremental landmarks of service in the District. These landmarks will be at 10, 15, 20, 25, and 30 years of service. Longevity stipends will be added to the base salary after the percentage increase for that year has been calculated. Longevity stipends consist of the following: \$300 (10 and 15 years); \$600 (20, 25, and 30 years).

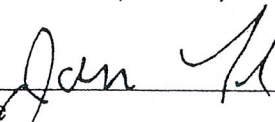
Bereavement: As per MESSA contract.

Retirement Benefits: At the discretion of the Board, people in this position upon retirement have been given the same terms as in the Morris Central School Educational Support Staff Association, which is as follows:

Upon retirement, accumulated sick days will be reimbursed at \$50.00 per day up to the maximum allowable accumulation in this position (170 days).

Retirement Health, Dental, Vision Insurance Benefits: Equal to that of employees under the MESSA contract.

Signature



Date

6-22-2023