

**NORTH COUNTRY UNION HIGH SCHOOL
BOARD MEETING MINUTES
North Country Career Center, Room 380
March 15, 2016 at 6:00 P.M.**

PRESENT

Board Members:

Jackie Young
Peter Moskovites
David Ghelli
David Yasharian
Kristin Mason
Le-Ann Tetrault
Rose Mary Mayhew
George Swanson
Scott Boskind
Maggie Griffith
Richard Cartee

Administration and Staff:

John A. Castle, NCSU Superintendent
Eileen Illuzzi, NCCC Director
Bill Rivard, NCUHS Principal
Liz Butterfield, Executive Assistant to the Superintendent
Ian Dinzeo, NCUHS Athletic Director*
Bill Prue, NCUHS Band Teacher*
Glenn Hankinson, NCSU Director of Business and Finance
Duke Szyamski, Union Representative*

Students:

Erica Tweed*
Jonathan Deroehn*

Press:

Jen Cleveland, Orleans County Record
Ed Barber, Newport Daily Express

* Partial Attendees

GRIEVANCE: **Motion** to enter Executive Session at 6:04 to hear a personnel grievance.

CARTEE/GHELLI APPROVED

The chair exited Executive Session at 6:32.

Motion to uphold the decision of the administration. GHELLI/CARTEE **APPROVED**, Peter Moskovites cast a NAY vote.

I. Board member Richard Cartee called the meeting to order at 6:35. Mr. Cartee led the Pledge of Allegiance and called for additions or adjustments to the agenda. There were none.

II. Reorganization of the Board

A. Elect Chairperson: Richard Cartee, seconded by Scott Boskind, nominated Rose Mary Mayhew. Mr. Castle called for additional nominations twice. There being none, Mr. Cartee moved nominations cease and that the clerk cast one vote for Rose Mary Mayhew.

B. Elect Vice Chairperson: David Ghelli, seconded by Kristin Mason, nominated Peter Moskovites. Chair Mayhew called for additional nominations two more times. There being none, Richard Cartee moved that nominations cease and that the clerk cast one vote for Peter Moskovites.

C. Elect Clerk: Richard Cartee, seconded by Jackie Young, nominated David Ghelli. The chair called for additional nominations two more times. There being none, Richard Cartee moved that nominations cease and that the clerk cast one vote for David Ghelli.

E. Elect two (2) NCSU Full Board Representatives: Peter Moskovites nominated the Chair and Vice Chair, seconded by Richard Cartee. There being no further nominations, the clerk was instructed to cast one ballot each for Rose Mary Mayhew and Peter Moskovites.

F. Elect an alternate member for the NCSU Full Board: Richard Cartee nominated Scott Boskind, seconded by Kristin Mason. There being no further nominations, the clerk was instructed to cast one ballot for Scott Boskind.

G. Appoint one (1) NCSU Executive Committee member: Peter Moskovites moved that the Chair be appointed, seconded by Richard Cartee. Approved.

H. Distribute Committee Assignment Worksheet: Chair Rose Mary Mayhew distributed a sign-up sheet for board members to indicate the committees that they are interested in serving on.

J. Designate an official newspaper: Richard Cartee moved that the Newport Daily Express be designated, seconded by Kristin Mason. Approved.

K. Designate posting locations: All NCUHS warnings will be posted in the same locations designated by the local school boards.

L. Establish regular meeting dates and times (including joint NCUJHS meetings): Kristin Mason moved that the NCUHS Board meet on the third Tuesday of each month at 6:30 p.m., and hold joint meetings with the NCUJHS Board every other month, with the joint meetings alternating between the boards and being held at the host school's regular location and time. Second by Jackie Young. Approved.

M. Review and approve Board Code of Ethics (*Attachment CoE*) Maggie Griffith moved that the Board Code of Ethics be approved, seconded by Kristin Mason. Approved.

III. **Motion** to approve the minutes of February 16, 2016 (*Attachment A*)

YASHARIAN/CARTEE APPROVED

IV. **Public Comments, Communication with Parents/Staff/Citizens:** NONE

V. **Student Report:** Student representative Erica Tweed reported on the end of the 3rd quarter, athletics, upcoming concert, field trips to Walt Disney World, NYC and France, and the upcoming talent show fundraiser for the Washington DC trip.

VI. **Program Reports and Requests**

Information/Action:

A. Principal Rivard introduced music teacher Bill Prue and students Jonathan Deroehn and Erica Tweed, who shared their experiences attending the Walt Disney World Band field trip. Mr. Prue shared that 2/3 of the band participates in the trip, gaining social Skills, learning about other cultures and different parts of the country, as well as experiencing different foods.

Jon Deroehn said he really enjoyed the Clinic, trying new things that he would never have done, including new instruments and sight-reading. Erica said that the concert gives the students a chance to experience what a Disney performer does, for example persevering through heat, in tuxedos! The concert is held on the waterfront at Disney Springs. It is amplified, and people gather to listen, giving our students fantastic comments. Mr. Prue said that it cost \$800.00 per student this time, and will likely be around \$1,000.00+/- next time. In answer to a question, he said that the students don't raise entire amount through fundraisers, and are able to make payments. Parents who have chaperoned like to chaperone again, finding the experience even better the second time. Mr. Prue stated that he was seeking permission from the Board to begin planning and fundraising for the next trip to Disney, which would take place in 2018. In answer to a question concerning student's health insurance, Mr. Rivard said that the school policy does not cover this, and Mr. Prue assured the board that parents are required to provide health insurance policy information for their students participating in the trip.

Motion to approve the next Disney Band Trip. GHELLI/GRIFFITH **APPROVED**

B. Ian Dinzeo: Girls Ice Team cooperative with Lyndon Institute: Mr. Dinzeo distributed sports participation figures for winter sports, sharing that the winter sports season was very successful. The Girl's Nordic Team won states, with Callie Young named Champion and Avery Ellis named runner-up.

Girls Basketball was in a new league this year, and had the most successful year in 11 seasons. In Alpine, 14 kids participated, 3 kids participated in Snowboard, and Boy's Basketball made it to the playoffs.

Mr. Dinzeo then described the Girls Hockey, Division 1 cooperative agreement with Lyndon Institute that is being proposed, and asked for approval from the Board. Ian said that NCUHS would pay for the ice time year for year 1, which is already budgeted, and NCUHS & LI will split the cost 50/50 thereafter. Girl's Hockey would be a new program for LI, and the agreement would allow the NCUHS Girl's Hockey program to continue. He said there will be a contest to choose a new name for team. The VPA will make the final approval of the agreement. In response to a question, Mr. Dinzeo said that he anticipates a cost to NCUHS of \$24,000.00 the first year, and the program currently costs \$30,000.00.

Motion to approve the Girl's Hockey cooperative agreement with Lyndon Institute.

MASON/GRIFFITH APPROVED

VII. Financial Report

Action:

NCSU Business Manager Glenn Hankinson distributed the Warrant and the Financial Report

A. Motion to approve the Warrant in the amount of \$1,858,345.33 (*Attachment WARRANT*):

CARTEE/SWANSON **APPROVED**

B. Motion to approve the Financial Report of February 2016 (*Handout*):

CARTEE/TETRAULT **APPROVED**

VIII. Committee Reports

A. Business Operations

Information/Action:

1. Minutes of March 8, 2016 (*Attachment B*)

2. Annual Report: The Business Operations Committee is recommending that an Article be presented at the Annual Meeting, which would be effective the following year, stating that the Annual Report would be available electronically unless a paper copy is requested. The Annual Report would also be available on the web site. Richard Cartee felt that paper copies should be available at the town meetings for those who would like a copy.

Motion to put an article on the Warning for the 2017 Annual Meeting stating that the Annual Report will be distributed digitally, printed by request, and available on the web site. MOSKOVITES/YOUNG **APPROVED**

3. SpEd Revenue and Expenses: Was addressed in the financial report.

B. Curriculum & Instruction (*did not meet*)

C. Policy and Special Programs (*did not meet*)

D. Human Resources

Information:

1. Minutes of March 2, 2016 (*Attachment C*)

2. Principal Search: The minutes were distributed from the March 10th Principal Search Committee meeting. Chair Scott Boskind described the process for the search. John Castle stated that the committee will be interviewing three candidates next Wednesday, and the second round interviews will be held on the 30th. Mr. Castle acknowledged that it is an aggressive timeline, but the committee won't settle and has high aspirations. They are searching for a candidate with an appreciation and understanding of rural communities, with a commitment to our community.

IX. NCUHS Principal's Report (*Attachment D*): Mr. Rivard shared highlights from his report. He announced that the Arts and Communications Academy has received national certification, a process that began 8-10 years ago. Mr. Rivard said that everyone should be very proud – this is a huge deal!

X. NCCC Director's Report (*Attachment E*): Ms. Illuzzi shared that Career Center students presented at the NCUJHS Career Fair, and did a great job.

XI. Superintendent's Report: Mr. Castle reported that he and Mr. Rivard will be attending the Conference on High School Redesign on Thursday and Friday. He reminded the Board that the Legislative/School Board Education Forum will take place next Monday, followed by the NCSU Annual Meeting next Thursday. Mr. Castle reminded Board members to complete the Collective Leadership Survey that had been emailed to them.

XII. Unfinished/New Business

Action:

A. **Motion** to approve new supplemental pay rates of \$26.00/hour for licensed staff and \$14.00/hour for support staff. BOSKIND/YOUNG **APPROVED**

B. **Motion** to approve Support Staff Collective Bargaining Agreement: Rose Mary Mayhew reported that the Association has ratified the Agreement. It is for 3% for each of the next two years, retroactive to July 1. Superintendent Castle thanked Rose Mary Mayhew, Scott Boskind and Richard Cartee for their work and time on the Negotiations Committee. **CARTEE/BOSKIND APPROVED**

C. **Motion** to approve the School Resource Officer 2016-2017 Memorandum Of Understanding. Mr. Rivard reported that the Memorandum is the same as last year and that the City Council also has to approve it. The position is paid through the Medicaid budget, and will end under-budget this year. It was budgeted for \$64,000.00, plus salary and benefits. **GHELLI/YASHARIAN APPROVED, MOSKOVITES votes NAY**

D. **Motion** to approve Reductions in Force:

- Language Arts
- Math
- Science
- Protective Services
- Building Trades

Mr. Castle affirmed that it is best practice, after the budget is approved, to clarify reductions. Mr. Rivard reported that notice has been provided to those affected, and that some are retirements.

Motion to approve the RIFs. **GHELLI/CARTEE APPROVED**

XIII. Other Business

Action:

A. **Motion** to adopt the following revised policy (*Attachment D*):

D. 1 Personnel: Recruitment, Selection, Appointment and Background Checks for Staff

MOSCOVITES/SWANSON APPROVED

XIV. Agenda Items/Date for Next Board Meeting

Date established earlier in the meeting.

XV. **Motion** to enter Executive Session at 8:06 p.m. to discuss personnel issues:

1. Exempt Staff Wages

2. Principal's Salary

CARTEE/BOSKIND APPROVED

Motion to exit Executive Session at 8:21 p.m. **GHELLI/MASON APPROVED**

Motion to grant Executive Assistant to the Principal Tiffany Gray a raise of \$1.00/hour plus the negotiated wage increase of .47/hour, for a total increase of \$1.47/hour, retroactive to July 1, 2015.

GHELLI/MASON APPROVED

XVI. **Motion** to adjourn at 8:24 p.m. **CARTEE/MAYHEW APPROVED**

Respectfully submitted,

Liz Butterfield

Recording Secretary