



**BARKER CENTRAL SCHOOL DISTRICT**  
**Board of Education Meeting Minutes**  
**Monday, November 13, 2023, 7:00 PM - Board Room**

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**Present** R. Atwater, D. Carnes, E. Gow, J. Harris, J. Sweeney, Jr., V. Voss

**Excused** C. Gancasz

**Also Present** J. Reimer, C. Cornwell, M. Eadie, M. Love  
Public: 11

**Call to Order** Mr. Atwater called the meeting to order at 7:00 p.m. The pledge of to the flag was given.

**Approve  
Agenda** The agenda was reviewed. Motion by Mr. Sweeney, Jr., seconded by Mrs. Gow, to approve the agenda as presented.  
Yes: 6, No: 0  
Motion carried.

**Accept  
Minutes** The Board reviewed the minutes. Motion by Mrs. Gow, seconded by Mrs. Harris, to accept the minutes as presented from the Regular Board Meeting dated October 16, 2023, as presented.  
Yes: 6, No: 0  
Motion carried.

**Public  
Forum** Ms. Katie Fisk provided information on her subsequent contact/communications with the school since she last spoke with the Board of Education on March 20, 2023 regarding establishing a boys' soccer team and the status of that request, including a letter to Mr. Mucha and Mrs. Love sent by her back in October of 2023. She noted area school districts with a combined program for soccer as an option too, and she thought the number of boys teams for Barker could be a Title IX issue. Mr. Reimer noted that he was not aware of the subsequent letter so he would need to look into it and the status of the inquiry and additional information would be provided.



**Presentations RtI Presentation – Mrs. Finitz, Snell and Thibault**

Mrs. Thibault, Finitz, and Snell provided a presentation on RtI which is a Response to Intervention program which incorporates research-based instruction, assessment, and intervention with a multi-tiered system of support at all grade levels. Barker utilizes this program to help students who need targeted support in math, reading, writing, social-emotional learning, PT/OT, and/or speech. Data is collected on students and is used to make educational decisions about student needs during meetings every 6-8 weeks. The RtI framework enhances a student's learning through remediation. They noted a variety of school staff members along with the RtI Chairperson that work together as a committee. They discussed the three tiers of the RtI program. Tier 1 should meet the needs of the large majority of students, the majority of the time. All students receive this type of instruction. Tier 2 uses assessments to gain feedback on the targeted skills. It identifies students that are proficient and those which need extra time and support. Consistent reflection and analysis, as well as targeted/specific interventions are used at Tier 2. Tier 3 is the most intensive and powerful level and for students who are below grade level skills. The type and intensity of intervention at Tier 3 is more important than the number of students. There are targeted instructions for deficiencies which are administered by trained professionals and is research-based with proven interventions. Mrs. Thibault continued and walked through the RtI intervention process. The Board received examples of forms utilized which included the Intake Form and who completes and reviews them, meeting notes form, intervention/goal forms, and a progress monitoring check-in form. They then reviewed intervention/goal examples and progress monitoring reports for an unidentified Tier 3 student for social-emotional learning (SEL) intervention, math, as well as reading interventions. They noted that there are 40 elementary students and 5 Jr./Sr. High students in the RtI process currently with 10 students "on hold" and 26 students "no longer in the RtI process", as well as discussed what happens after the RtI process. They responded to questions from the Board regarding the program.

**Mrs. Finitz, Snell and Thibault were excused from the meeting at 7:21 p.m.**

**Principal's Update - Mrs. Love**

Mrs. Love noted that the November faculty meeting included a mini-professional development session to prepare and refresh as a team on conducting positive and collaborative parent-teacher conferences. Teachers broke out into randomized groups to discuss potential scenarios that could occur and used a protocol to help support their conversations to be positive and student-centered. This is the third mini-PD program that has been embedded in a Faculty Meeting so far this year. The goal is to continue to grow as a team and continuously refine their craft as educators by incorporating these sessions in each faculty meeting.

She noted that she felt the Parent-Teacher Conferences held November 2<sup>nd</sup> and November 8<sup>th</sup> were successful. She commented it was great to see parents in the building making connections with their children's teachers.



The PTO sponsored the Book Fair in the elementary from November 2-9, 2023 which was a great opportunity to get more books into the hands of children.

The first quarter for the Jr./Sr. High has already ended as of November 9<sup>th</sup> and the final entry of grades are due tomorrow. Student report cards will be mailed home by the end of this week.

Mrs. Loved noted the students attending O/N BOCES who are being inducted into the National Technical Honor Society which included: Trent Dickinson for Advanced Manufacturing & Engineering I; David Merlin for Advanced Manufacturing & Engineering I; Petra Bish and Michayla Green for Cosmetology I; Isabella Joy for Health Occupations Technician I; and Charlie LaGreca for the HVAC Program. She noted that she and the school are very proud of them for their outstanding accomplishments and wish them well as they continue their programs.

She then also noted that students participating in Area All-State music ensembles November 17<sup>th</sup> and 18<sup>th</sup>. The students are Julia Kalyncz and Alexis Dauphinee as altos for FSAA Choral Ensemble; and Matthew Goodwin in Concert Band playing the baritone horn. She commented that this too is an honor for students to be selected in these performances as they are based upon the student's adjudicated auditions.

The Turkey Trot will take place on Tuesday, November 21<sup>st</sup> at 1:05 p.m. There will be 2 heats for the event this year as the students in grades 5-8 will participate first followed by the students in grades 9-12. The race will be on the cross-country trail and will end on the track. There is an option to run or walk for the event. Students will be treated to cider from the Varsity Club after the race, and the results of the 7-12 Food Donation Challenge sponsored by the Junior High Student Council will be announced. She thanked Mr. Carson, the PE team, and the Varsity Club for organizing this event.

Coor. of Curriculum & Prof. Learning/AP Update's - Mr. Cornwell

Mr. Cornwell reported that since July 1, 2023, over 25 Barker CSD faculty and staff members have engaged in professional learning opportunities, outside of what has been provided by the District on the opening day of school. These various workshops, conferences and webinars have totaled over 175 hours of professional learning. He noted that the major areas of focus have included: literacy with five faculty members attended the O/N BOCES conference on literacy in August; several teachers attended a conference on implementing technology in education presented by BOCES; there were content specific day-long workshops which teachers in the Science, Math, and Social Studies Departments attended on a variety of topics related to their content, ie., preparation for the new Regents exams in Science, improving student performance on the Global exam, and attending the New York State Mathematics



Conference in Syracuse; and teachers attended webinars that focused on grading for equity and meeting the social emotional needs of students. The topics of many of these workshops, conferences and webinars directly relate to the goals of connected to the Strategic Plan 2023-2026. As data sources became available at the conclusion of the school year and over the summer, Administration sought out professional learning opportunities for our faculty and staff that would specifically correlate to what they anticipated the goals could be focused on. As the current school year continues, Administration and staff will continue to seek out professional learning opportunities that directly relate to the District's strategic goals and share these opportunities with our faculty and staff to pursue and share the content of.

Mr. Cornwell noted that the first Instructional Cabinet with the new team will meet tomorrow which encompasses the department chairs that are being presented for adoption this evening, along with Mrs. Love and Thibault, and Mr. Cornwell. He also discussed the focus of the Cabinet and its goals.

Mr. Carter's Financial Report – Mr. Reimer on behalf of Mr. Carter

Mr. Reimer noted that Mr. Carter is attending a ASBO conference in Albany, so he would provide his report this evening. He also noted that Ms. Kordish's leave will continue so a report is not included from her this month.

Mr. Reimer discussed the budget calendar being presented for approval which follows approximately the same schedule and format as last year. Most of the dates are set by state law. The Budget Advisory Committee dates are offset from board meetings by two weeks. Last year one additional meeting was added which was not originally on the proposed schedule. He noted that could potentially be the need again this year.

Mr. Reimer noted that with the finalization and approval of the new teachers' contract, the new salaries, stipends, and other monetary changes have been updated for teachers in the last couple of paychecks by Mr. Carter.

With regard to the tax collection report, which reflects information as of November 6, 2023, the District is processing some final payments this week which were post-marked accordingly but received late, but it shouldn't be too different than the report provided. The Business Office will be cutting the library a check soon as well for a little over \$70,000 and then sending all the unpaid property taxes to the counties for collection in January. There will be approximately \$500,000 to send to Orleans and Niagara Counties.

Mr. Reimer noted that Niagara County is hosting a covid vaccine clinic on campus in the Jr. High Gym, Tuesday, November 14, 2023. Reminders will be sent out over Blackboard. He commented that walk-ins are welcome.



The technology transition from Mr. Luckman to Mr. Carter and Shared Services with BOCES is progressing. All the District-managed software applications are being assigned “system administrators.” This means that if a teacher has an issue with a certain software application that is used in their classroom, they submit a work request through ServiceNow and that request is routed to the appropriate system administrator. System administrators will be Mr. Carter, Mr. Costello, Mrs. Thibault, Mr. Cornwell as well as several other staff members. A lot of common login/password issues are now solved proactively due to the ClassLink application put in place which is a single sign-on feature for all of the District’s applications.

Mr. Reimer also noted that the District’s insurance agency, Evans Agency, is being sold to Arthur Gallagher & Co. The District was informed by its representatives that all of the personnel will stay the same, as well as the services received. More information will be received regarding this in the upcoming weeks and Administration will keep the Board abreast of anything noteworthy.

### **Superintendent's**

**Information** Mr. Reimer noted the Sheriff’s tower is now complete and became operational as of last week. The school is working through a few pieces with regard to the hand held radios provided by the Sheriff’s Department may require some additional programming. This will enhance the effectiveness of communication on campus should there be an emergency.

The solar field is officially up and running after sixteen months. Mr. Atwater noted that he reached out to the Lockport Union Sun and Journal after the National Grid article to provide a different viewpoint. The December bill will enable the District to see how much offset there is from the solar generation. Mr. Reimer noted that it will be less given the amount of sun this time of year compared to if it had been hooked up in the summer.

The second benchmarking NYSERDA survey was completed and the District received a rating of 75% with regard to how it uses its energy which is good, and notes the District is in the top 75 percentile with how it consumer energy.

Mr. Reimer noted a goal he has as a result of the various projects completed or being completed is to by June 2025 is to have the District campus become LEED (Leadership in Energy and Environmental Design) certified at some level per square foot as a result of positive changes to the building envelope. This is the most widely used green building rating system and would mean the campus is a healthy, efficient, and cost-saving green building.

Mr. Reimer then provided a project update. He noted that Phase I was received by the NYSED about 1.5 weeks ago and it is anticipated that SED comments will be received in approximately 7 days. Work on the bid process planning continues. Once the approval is received the District will work to have bids out on the project for the RFP process withing approximately 48 hours. This timeline



will take the District through the middle of December if it remains on track. The approval of the bids would therefore take place at the end of December which may result in the need for a special meeting but until items are set, Mr. Reimer recommended not scheduling. The special meeting was suggested in order to keep Phase I moving, if needed.

Phase II is with the NYSED but it has not been picked up for review yet. Once feedback and responses are complete, an approval could possibly be received in January which would allow for the bid process and approval before February break. Mr. Reimer noted that as much of the middle school wing is not utilized, the plan to date for the orchestration of the work and movement of spaces is already being worked on to make it as efficient and least disruptive as possible.

The final pieces of Phase I and how the scoreboard will look is being completed. He noted that there will not be a rotating scoreboard as originally planned but rather, it will be placed on the elementary gym wall outside. This change was much more economical for the District.

The Yorker House silent auction information has been posted on the website and in the newspaper. Mr. Reimer will be here Friday, November 24, 2023 between 2:00 and 5:00 p.m. as many do not work that day, and then on December 1, 2023 between 3:00 and 6:00 p.m. to oversee the viewing and inspection of all items up for bid. He reviewed the silent bid process, determination of highest bidder as winner and the bid winner is responsible for removal of said items. He also noted that if an individual sees something of interest which is not on the list, a bid could be placed on the item and would include a description of the item. Based on a suggestion received from a community member, Mr. Reimer brought forward for consideration of the Board, one item listed on the silent auction listing for the Yorker House which would be the Sharpsteen sign. The community member suggested it be offered to the family. After discussion, it was agreed to remove as an item up for bid, and to offer it to the family and if there is no interest, to give to the Historical Society given the significance of history to the area. Mr. Atwater thanked Mr. Reimer for all the work he has been doing and in particular, with regard to Friday.

Mr. Reimer opened for discussion the views of the Board with regard to all the artwork submitted for consideration for the Bulldog mascot, logo, ect. After discussion, four images were narrowed down to move forward with and the Board agreed that a comment period is needed by the community prior to making a final determination at the December Board meeting. The input would then be taken into consideration to create the final image(s) for Board approval which may be one of the four in its entirety, or could utilize certain aspects of one or more incorporated into a final rendition of the logo(s). Mr. Reimer noted that “fine tuning” of the final image(s) could be done if necessary. The Board discussed the submissions and emphasized what a great job everyone did and it was easy to see



time and thought went into each art piece and the artists should be proud, and they thanked the people for submissions.

**The students attending the meeting were excused at 8:05 p.m.**

Mr. Reimer continued with a review of the Strategic Plan and goals for 2023-2026 and opened it up for discussion or suggested changes based on what was presented. Mr. Atwater suggested an edit to the second goal with regard to phrasing about the 21<sup>st</sup> century. After discussion the Board concurred to leave the language as presented. Mr. Sweeney commented that a fabulous job was done updating the plan and goals. Mr. Reimer noted that since his arrival here, a tremendous amount of work has been done with the plan and goals, along with the way the District continues to focus on and improve achievement results. He commented that the newly redesigned Department Chairs' role with the new BTU contract is one such change. The Chairs have defined new goals and responsibilities and their participation in the Instructional Cabinet will really push the goals and objectives forward. He stated that the Strategic Plan's design is simpler than the previous one.

**Policies/Plans** Mr. Atwater brought forward the review of the first reading of policies: 7440, 7450, 7460, 7510, 7511, 7512, 7513, 7514, 7520. He noted some recommended changes that included:

- Policy 7511 combine the first sentence with the letter a in that section; and add "The District shall post" to the beginning of the final section to make it a complete sentence.
- Policy 7512 to add the word "Students" before the final sentence under Health Examination, section C; and delete "Must" under Health Certificate, section A; and under Health Screenings, section A, add the word "shall" after the grade 9 verbiage.

After further review, no additional recommended changes were made.

The second review of policies of 7320, 7330, 7340, 7350, 7360, 7410, 7411, 7420, 7430 was done. There were no changes to the policies as presented.

Motion by Mrs. Gow, seconded Mrs. Harris to approve the above referenced policies as presented

Yes: 6, No: 0

Motion carried.

**Education** Motion by Mrs. Harris, seconded by Mrs. Gow to approve the following Science Department scale be declared excess property and that the Superintendent, or his designee, be authorized to dispose of said item.

Yes: 6, No: 0

Motion carried.





Motion by Mrs. Harris, seconded by Mrs. Gow to approval of the Board Strategic Plan.

Yes: 6, No: 0

Motion carried.

### **Personnel Items**

Motion by Mrs. Voss, seconded by Mrs. Carnes to approve the acceptance of the resignation from Shelly Kordish as a probationary Director of Instructional Services effective January 2, 2024.

Yes: 6, No: 0

Motion carried.

Motion by Mrs. Voss, seconded by Mrs. Carnes to approve the acceptance of the resignation from Ricci Brinson as Lunch Monitor/Aide effective November 7, 2023.

Yes: 6, No: 0

Motion carried.

Motion by Mrs. Voss, seconded by Mrs. Carnes to approval of Shelby Watry at 6.5 hours/day as School Nurse effective November 14, 2023.

Yes: 6, No: 0

Motion carried.

Motion by Mrs. Voss, seconded by Mrs. Carnes to approve the appointment of Jamie Jackson as a Substitute Teacher per diem, as well as a Substitute Teaching Assistant, Substitute Teacher Aide at a rate of \$14.20 per hour all for grades PreK-12 and as a Substitute Typist at a rate of \$14.20 per hour effective October 26, 2023.

Yes: 6, No: 0

Motion carried.

Motion by Mrs. Voss, seconded by Mrs. Carnes to approve the appointment of Emma Trakas as a Substitute Teacher at the per diem rate, as well as a Substitute Teaching Assistant, Substitute Teacher Aide at a rate of \$14.20 per hour effective November 14, 2023 for grades PreK-12.

Yes: 6, No: 0

Motion carried.

Mrs. Love commented that one component in the appointment process is outstanding for Lynn Schauer-Bewley as a Substitute for the District and will not be completed until later this week. After discussion, a motion by Mrs. Sweeney, seconded by Mrs. Gow to amend the agenda for the removal of the recommendation until next month for Ms. Schauer-Bewley was made.

Yes: 6, No: 0

Motion carried.





Motion by Mrs. Voss, seconded by Mrs. Carnes to approve the appointment of Tina Muff as a Lunch Monitor/Aide effective November 14, 2023 at a rate of \$14.20 per hour subject to background and fingerprint clearances.

Yes: 6, No: 0

Motion carried.

Motion by Mrs. Voss, seconded by Mrs. Carnes to approve the appointment of Jeffrey Costello as the Varsity Club Advisory for the 2023-2024 school year with a stipend based on the BTU Agreement for Category A, Step 4.

Yes: 6, No: 0

Motion carried.

Motion by Mrs. Voss, seconded by Mrs. Carnes to approve the following individuals as Department Chairs as per the Barker Teachers' Union Agreement for the 2023-2024 and 2024-2025 school years with a stipend of \$2,000 per year:

Department Chair Assignments: 2023-2024, 2024-2025	
7-12 Vertical Chairs	
ELA/Social Studies	Michael O'Sullivan
Mathematics/Science	Loriann Martell
Business/Tech/Foreign Lang/Art	Thomas Mallon
PreK-12 Vertical Chairs	
Health/PE/Music/FACS/Library	David Carson
Guidance/Speech/Psych	Michael Gendrue
Special Education	Wendy Pellow
PreK-6 Chairs	
Grades PreK-1	Pilar Voutour
Grades 2-4	Cindy Calandra
Grades 5-6	Leann Briggs

Yes: 6, No: 0

Motion carried.

Motion by Mrs. Voss, seconded by Mrs. Carnes to approve the appointment of Melissa Phillips as Teacher Mentor Coordinator for the 2023-2024 school year at a rate of \$350.00 per year.

Yes: 6, No: 0

Motion carried.

Motion by Mrs. Voss, seconded by Mrs. Carnes to approve the appointment of Christopher Post as a Substitute Wrestling Coach for the 2023-2024 School Year Winter Season as the per diem rate as per the BTU Agreement.

Yes: 6, No: 0

Motion carried.



Motion by Mrs. Voss, seconded by Mrs. Carnes to approve the following individuals as a parent/community volunteers as listed below:

- Brand, Sarah,
- Burke, Molly,
- Cabrera, Peter,
- Clyde, Jordan,
- Meyers, Jenni,
- Sample, Brittany,
- Snyder, Breanna, and
- Zastrow, Elizabeth.

Yes: 6, No: 0

Motion carried.

Motion by Mrs. Voss, seconded by Mrs. Carnes to approve the appointment of Ian Liedke at a rate of \$23.00 per hour as accompanist for the 2023-2024 musical production subject to background and fingerprint clearances.

Yes: 6, No: 0

Motion carried.

Motion by Mrs. Voss, seconded by Mrs. Carnes to approve the leave of absence for Emily Smith on or about January 2, 2024 through to be determined.

Yes: 6, No: 0

Motion carried.

## **Business & Financial**

### **Items**

Motion by Mrs. Gow, seconded by Mrs. Harris to accept the Warrant Report dated November 13, 2023.

Yes: 6, No: 0

Motion carried.

Motion by Mrs. Gow, seconded by Mrs. Harris to accept the Treasurer's Report dated October 31, 2023.

Yes: 6, No: 0

Motion carried.

Motion by Mrs. Gow, seconded by Mrs. Harris to accept the Extraclassroom Report dated October 2023.

Yes: 6, No: 0

Motion carried.

Motion by Mrs. Gow, seconded by Mrs. Harris to accept the Tax Collection Report for 2023-2024.

Yes: 6, No: 0

Motion carried.



Motion by Mrs. Gow, seconded by Mrs. Harris to approve the 2024-2025 Budget Calendar.

Yes: 6, No: 0

Motion carried.

Mr. Reimer discussed the Budget Advisory Committee makeup which would be of three Board members, one of which would need to be the Board President, Mr. Atwater, along with Mr. Ted Dauphinee, and Tammy Mallon, as well as Mrs. Ruth King who all confirmed their willingness to participate again. The group will start meeting as outlined in the Budget Timeline presented. After discussion, the Board confirmed the additional two Board members would be Mr. Sweeney and Mrs. Gow. Mr. Reimer noted that he has not heard from Mr. Stodolka to date but would follow-up and if he is interested, would bring forward at the December meeting.

After discussion, a motion by Motion by Mrs. Gow, seconded by Mrs. Harris to approve the makeup of the Committee as discussed.

Yes: 6, No: 0

Motion Carried.

**End of Public  
Session**

Motion by Mr. Sweeney, seconded by Mrs. Gow to approve the adjournment of public session with no need for an Executive Session at 8:21 p.m.

Yes: 6, No: 0

Motion carried.

Prepared by,

Mary H. Eadie  
District Clerk