

NORTH ROSE-WOLCOTT CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION REGULAR MEETING
July 21, 2020 6:30 PM DISTRICT OFFICE

AGENDA

The Board of Education will tour North Rose-Wolcott Elementary and the Transportation Department at 5:15p.m.

In light of increasing guidance from the state regarding COVID-19, the July 21, 2020 Board of Education meeting will be closed to the public and will be broadcast via Zoom.

1. Call to Order/Pledge of Allegiance

Approval of Agenda

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the agenda of July 21, 2020.

Motion for approval by _____, seconded by _____, all in favor ___-___.

2. Presentations:

- Re-Entry Plan – Michael Pullen
- Professional Development Plan – Megan Paliotti

3. Consent Agenda:

A motion for approval of the following items as listed under the CONSENT AGENDA ITEMS is made by _____, and seconded by _____ any discussion- All in favor ___-___.

a) Approval of Professional Development Plan

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the 2020-2021 Professional Development Plan.

b) Board of Education Meeting Minutes

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Meeting Minutes of July 7, 2020.

c) Substitute Teachers and Substitute Service Personnel

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the individuals named on the substitute lists, which are on file with the District Clerk.

d) Personnel Items:

1. Pro-Tem District Clerk – Melanie Geil

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves Melanie Geil to serve as Pro-Tem District Clerk for the 2020-2021 school year at an hourly rate of \$24.49.

2. Appoint Wellness Coordinator – Robyn Roberts-Grant

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the appointment of Robyn Roberts-Grant as the Wellness Coordinator for the 2020-2021 school year at a stipend of \$1,500.00.

3. Program Appointments – 2020 Summer Food Distribution Program

The following individuals are being recommended to work in the 2020 summer food distribution program.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the following individuals to work in the summer 2020 food distribution program, conditional upon a criminal history record check according to Commissioners Regulation §80-1.11 and Part 87.

Staff	Position	\$/Hr.
Roger Anderson	Summer Food Distribution Driver	\$20.90/hour
Bridgette Henry	Summer Food Distribution Driver	\$20.22/hour

4. Appoint Extended School Year (ESY) Summer School Staff

Kellie Marciano is recommending the following individuals to staff the Special Education Summer School Program.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, appoints the following individual to fill a position for Special Education Summer School, from July 16, 2020 through August 14, 2020.

Name	Position	Salary
Tami Keiser	ESY Teacher	\$35.00/hour
Deanne Spear	ESY Physical Therapist	\$35.00/hour

5. Coaching and Athletic Department Appointments

Robyn Roberts-Grant recommends the following individuals to fill coaching positions.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the following coaching and athletic department appointments for the 2020-21 school year, conditional upon a criminal history record check according to Commissioners Regulation §80-1.11 and Part 87, and successful completion of all required First Aid/CPR and Child Abuse courses.

Position	Name	Step	Years	Salary
Aquatics Director	Amy Bromley	4	17	\$8,646

Good News:

Other: (Time Permitting)

Board Discussions:

- Committees
- BOE Handbook
- Board Reports

- Four County Annual Meeting – Linda Eygnor

Motion for Adjournment:

There being no further business or discussion, a motion is requested adjourn the regular meeting.

Motion for approval by ____, seconded by ____, with motion approved __-__. Time adjourned: __:__ p.m.

NORTH ROSE-WOLCOTT CENTRAL SCHOOL DISTRICT
ORGANIZATION AND BOARD OF EDUCATION REGULAR MEETING
July 7, 2020 6:30 PM AUDITORIUM OF THE HIGH SCHOOL

PRESENT:

BOE Members: Lucinda Collier, Linda Eygnor, Tina Reed, Jasen Sloan, John Boogaard [via Zoom], Paul Statskey, Izetta Younglove

Superintendent: Michael Pullen

District Clerk: Tina Fuller

Assistant Superintendent for Instruction and School Improvement: Megan Paliotti

Assistant Superintendent for Business and Operations: Robert Magin via Zoom

Approximately 11 students, staff and guests via Zoom

In light of increasing guidance from the state regarding COVID-19, the July 7, 2020 Board of Education meeting was closed to the public and broadcast via Zoom.

1. Call to Order/Pledge of Allegiance

President, Lucinda Collier called the meeting to order at 6:33 PM.

Approval of Agenda:

Motion for approval was made by Paul Statskey and seconded by Linda Eygnor with the motion approved 7-0.

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the agenda of July 7, 2020.

2. Administer Oath of Office:

District Clerk, Tina Fuller, administered the Oath of Office to elected Board member Tina Reed.

3. Election of Officers:

John Boogaard nominated Lucinda Collier as President and was seconded by Linda Eygnor, with the nomination approved 7-0.

There were no other nominations for President.

Izetta Younglove nominated Linda Eygnor as Vice President and was seconded by Tina Reed, with the nomination approved 7-0.

There were no other nominations for Vice-President.

4. Administer Oath of Office to Newly Elected Board Officers:

The District Clerk, Tina Fuller Administered the Oath of Office to the newly Elected Board President, Lucinda Collier and Vice President, Linda Eygnor.

The meeting was turned over to President Collier.

There was an adjustment made in the agenda to allow the presentation from Campus Construction and SWBR prior to the approval of the consent agenda.

5. Presentations:

- **SWBR & Campus Construction** - Steve Rebholz and Mark Maddalina from SWBR and Kevin Donaghue and Justin Busse from Campus Construction provided a status update and answered

questions regarding the Capital Project.

Administer Oath of Office:

President Lucinda Collier welcomed Superintendent, Michael Pullen. District Clerk, Tina Fuller administered the Oath of Office.

6. Board Appointments and Other Designations:

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, appoints the following individuals to serve in the stated positions with stipends as stated for the 2020-21 school year, effective July 7, 2020.

A motion for approval of the following Board Appointments, Items A, B & C is made by Jasen Sloan, and seconded by Tina Reed with the motion approved 7-0.

a) The following will be appointed annually:

Position	2019-2020	2020-2021
District Clerk	Tina Fuller – Stipend \$6,200	Tina Fuller – Stipend \$6,200
District Clerk Pro-Tem	Melanie Geil Jan McDorman	Melanie Geil
District Treasurer	Mark Socola	Mark Socola
Deputy District Treasurer	Phyllis Moore Norma Lewis	Phyllis Moore Norma Lewis
Tax Collector	Richard Walker	Romanna Lord
Deputy Tax Collector	Romanna Lord	Andrew DiBlassi
External Auditor	Mengel Metzger Barr & Co. LLP.	Mengel Metzger Barr & Co. LLP.
Central Treasurer , Extra Classroom Activities Account:		
<ul style="list-style-type: none"> • High School • Deputy Central Treasurer HS • Middle School • North Rose Elementary 	Cary Merritt, Stipend \$2,100 Nick Wojieck Kelly Cole, Stipend \$1,200 Richard Walker	Cary Merritt, Stipend \$2,300 Nick Wojieck Kelly Cole, Stipend \$1,300 Andrew DiBlassi
Faculty Auditor, Extra Classroom Activities Account:	Building Principals	Building Principals

b) The following positions must be appointed but need not be reappointed annually:

Position	2019-2020	2020-2021
Director of School Health Services	Dr. Krishna Persaud Williamson Medical Center	Dr. Krishna Persaud Williamson Medical Center
Supervisors of Attendance	Robyn Roberts-Grant	Robyn Roberts-Grant
Committee on Special Education	Megan Paliotti Kellie Marciano Latrell Sturdivant Danielle DiMora Rebecca Kandt	Kellie Marciano Rebecca Kandt Sara Boogaard Danielle DiMora
Subcommittee on Special Education:	Megan Paliotti Kellie Marciano	Kellie Marciano Rebecca Kandt

Chairperson:	Latrell Sturdivant Danielle DiMora Rebecca Kandt	Sara Boogaard Danielle DiMora Jason Shetler Brady Farnand Christie Graves
Committee of Preschool Education	Megan Paliotti Kellie Marciano Latrell Sturdivant Danielle DiMora Rebecca Kandt	Kellie Marciano Danielle DiMora Sara Boogaard Christie Graves
Records Access Officer	Robert Magin	Robert Magin
Records Management Officer Foil Officer	Robert Magin	Robert Magin
Asbestos Hazard Response Act (AHERA) & Local Education Agency (LEA) designee	Daniel Friday	Daniel Friday
Compliance Officer (Title IX/Section 501/ADA) for Discrimination and Harassment	Robert Magin Megan Paliotti	Robert Magin Megan Paliotti
Liaison for Homeless Children and Youth	Bridgette Barr	Bridgette Barr
Data Protection Officer	Bridgette Barr	Bridgette Barr
Chemical Hygiene Officer	Amber Landry	Amber Landry
Dignity Act Coordinator		
<ul style="list-style-type: none"> • District • High School • Middle School • North Rose Elementary 	Robyn Roberts-Grant Matthew Wendel Brady Farnand Kellie Marciano	Robyn Roberts-Grant Jason Shetler Brady Farnand Christie Graves
Chief Emergency Officer	Robert Magin	Robert Magin

c) The following may also be appointed:

Position	2019-2020	2020-2021
School Attorney	Ferrara, Fiorenza, PC Barclay & Damon LLP Jefferson-Lewis-Hamilton-Herkimer-Oneida, BOCES	Ferrara, Fiorenza, PC Barclay & Damon LLP Jefferson-Lewis-Hamilton-Herkimer-Oneida, BOCES
Claims Auditor	Lisa Cook	Lisa Cook
Deputy Claims Auditor	Russell Harris	Russell Harris

d) Designations: The following designations will be made by the Board at the Annual Organization Meeting in July.

A motion for approval of the following Designations, Item D is made by Tina Reed, and seconded by Linda Eygnor with the motion approved 7-0.

Position	2019-2020	2020-2021
Petty Cash Funds & Petty Cash Custodians - \$100.00 General Fund		
<ul style="list-style-type: none"> • High School • Middle School 	Carrie Brown Karol Mumby	Carrie Brown Nicholas Porter

<ul style="list-style-type: none"> • North Rose Elementary • District Office • Bus Garage 	<p>Amy Shear Romanna Lord Scott Converse</p>	<p>Christie Bradford Jan McDorman Jeremy Barnes</p>
Petty Cash Funds & Petty Cash Custodians - \$100.00 Cafeteria Fund		
<ul style="list-style-type: none"> • Cafeteria • Start-up Fund 	Donna Riviello	Donna Riviello Donna Riviello
Official Newspaper(s)	<i>Finger Lakes Times</i> <i>Lakeshore News</i>	<i>Finger Lakes Times</i> <i>Lakeshore News</i>
Banks of Deposit	Lyons National Bank, JP Morgan Chase, Reliant Community Credit Union, Health Economics Group, NYCLASS	Lyons National Bank, JP Morgan Chase, Reliant Community Credit Union, Health Economics Group, NYCLASS
Signature on checks	Mark Socola Phyllis Moore	Mark Socola Phyllis Moore
Purchasing Agent	Robert Magin	Robert Magin
Deputy Purchasing Agent	Richard Walker	Andrew DiBlassi
To certify payrolls	Robert Magin	Robert Magin
Designated Education Official to receive court notification of student sentence/adjudications	Megan Paliotti	Megan Paliotti
School Pesticide Representative	Daniel Friday	Daniel Friday
Reviewing Official for participation in the Child Nutrition Program	Donna Riviello	Donna Riviello
Verification Official for participation in the Child Nutrition Program	Donna Riviello	Donna Riviello
Hearing Official in the Child Nutrition Program	Robert Magin	Robert Magin
School Architect	SWBR Architecture, Engineering & Landscape, P.C. SEI Design Group.	SWBR Architecture, Engineering & Landscape, P.C. SEI Design Group.
District Owned Cell Phones	Assistant Transportation Supervisor Director of Special Education Principals (3), Assistant Principals (4), Facilities Dept. (8) Coordinator of Network and Technology Services	Transportation Supervisor Director of Special Education and Pupil Personnel Services Principals (3), Assistant Principals (4), Facilities Dept. (8) Coordinator of Network and Technology Services
Request for Use of School Facilities	Robert Magin Richard Walker	Robert Magin Andrew DiBlassi
Collection of School Taxes	JP Morgan Chase	JP Morgan Chase
Designee to Determine Student Residency	Robert Magin	Robert Magin

7. Authorizations:

The following authorizations will be made by the Board at the Annual Organizational meeting in July.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, appoints the following individuals to serve in the stated positions for the 2020-2021 school year, effective July 7, 2020.

A motion for approval of the following Authorizations is made by Paul Statskey, and seconded by Jasen Sloan with the motion approved 7-0.

Position	2019-2020	2020-2021
To authorize attendance of staff at conferences, workshops, etc.	Robert Magin Melanie Stevenson Stephan J. Vigliotti, Sr.	Robert Magin Megan Paliotti Michael Pullen
To authorize budget transfers	Stephan J. Vigliotti, Sr.	Michael Pullen
To sign applications for State and Federal Grants in Aid	Stephan J. Vigliotti, Sr.	Michael Pullen
Authorize President to sign document on behalf of the BOE	BOE President	BOE President
Authorize Vice President to sign documents in the absence of the President	BOE Vice President	BOE Vice President
Authorize the Superintendent to carry out Section 913 Proceedings as necessary	Stephan J. Vigliotti, Sr.	Michael Pullen
Authorize the Business Official to declare outdated, unused equipment as surplus to be disposed of by bid, trade-in or scrap	Robert Magin	Robert Magin
Authorize Payroll Clerk to sign tax forms	Kelly Wyatt BOCES CBO	Kelly Wyatt BOCES CBO

8. Official Undertakings (Bonds)

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves bonds for District employees as follows:

A motion for approval of the following Official Undertakings (Bonds) is made by Linda Eynor, and seconded by Izetta Younglover with the motion approved 7-0.

- Bond for District Treasurer (\$1,000,000)
- Bond for Deputy Treasurer (\$1,000,000)
- Bond for District Activities Accounts Treasurers (\$100,000)
- Bond for District Tax Collector (\$1,500,000)
- Internal Claims Auditor (\$1,000,000)

9. Mileage Reimbursement Rate:

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the mileage reimbursement rate to be the same as the IRS mileage rate.

A motion for approval of the Mileage Reimbursement Rate is made by Tina Reed, and seconded by Linda Eygnor with the motion approved 7-0.

10. Substitute Compensation:

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the substitute pay rates for the 2020-2021 school year.

A motion for approval of the Substitute Compensation is made by Paul Statksey and seconded by John Boogaard with the motion approved 7-0.

Teacher	Non-Certified @ \$100.00/day; Certified @ \$120.00/day; and Certified + retired from NRW @ \$135.00/day. Rates and Conditions for Special Circumstances: Certified Long Term Sub - <i>anticipated</i> employment of 20+ consecutive days in same assignment/in certification area - \$238.82/day. Certified Long Term Sub- <i>non-anticipated</i> assignment of 20+ days in same assignment/in certification area - 1 - 20 days = daily rate/ 21+ day/\$238.82. Certified Long Term Sub - any assignment of 40+ days must be held by a teacher certified within that area/subject.	
Teaching Assistant	Hourly Rates -Non-Certified: \$12.50/hour; Certified: \$13.50/hour; Certified + retired from North Rose - Wolcott: 15.50/hr. Rates and Conditions for Special Circumstances: Certified Long Term Sub - <i>anticipated</i> employment of 20+ consecutive days in same assignment - \$101.05/day. Certified Long Term Sub - <i>non-anticipated</i> assignment of 20+ days in same assignment - 1 - 20 days = hourly rate/ 21+ day/\$101.05.	
Retired Service Employees	Hourly rate of pay for retired support staff will be the substitute hourly rate plus \$2.00 per hour when subbing in the same area as prior to retirement.	
Bus Driver	\$17.00per hour	
School Monitor	\$11.10- 7/1/19-12/30/19 \$11.80-12/31/19-6/30/20	\$12.50/hr.
Clerical	\$11.10- 7/1/19-12/30/19 \$11.80-12/31/19-6/30/20	\$12.50/hr.
Teacher Aide	\$11.10- 7/1/19-12/30/19 \$11.80-12/31/19-6/30/20	\$12.50/hr.
Food Service Helper	\$11.10- 7/1/19-12/30/19 \$11.80-12/31/19-6/30/20	\$12.50/hr.

Cleaners & Custodians	\$11.10- 7/1/19-12/30/19 \$11.80-12/31/19-6/30/20	\$12.50/hr.
RN	\$25.00	\$25.00
Messenger	\$11.10- 7/1/19-12/30/19 \$11.80-12/31/19-6/30/20	\$12.50/hr.
Mechanics	\$17.00 per hour	
Maintenance	\$11.10- 7/1/19-12/30/19 \$11.80-12/31/19-6/30/20	\$12.50/hr.

11. Good News:

- Various Newspaper Articles
- Graduation

12. Consent Agenda:

A motion for approval of the following items as listed under the CONSENT AGENDA is made by John Boogaard and seconded by Paul Statskey with the motion approved 7-0.

a) Recommendations from CSE and CPSE

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the recommendations for the Committee on Special Education dated April 28, and May 6, 15, 20, and June 5, 8, 9, 10, 11, 15, 16, 17, 18, 22, and 24, 2020; and instructs the Superintendent to implement the recommendations on behalf of the following individuals identified by student number:

14240	11860	11348	10899	11209	13579	11424
14382	11752	11963	14199	11212	13725	13495
12062	13703	14172	11818	11231		
IEP Amendments:						
11947	11963	11872	11206	11987	14130	14077
12168	11820					

b) Board of Education Meeting Minutes

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Meeting Minutes of June 9, 2020.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Meeting Minutes of June 16, 2020.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Meeting Minutes of June 23, 2020.

c) Substitute Teachers and Substitute Service Personnel

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the individuals named on the substitute lists, which are on file with the District Clerk.

d) Collection of School Taxes

BE IT FURTHER RESOLVED that the authority to perform the duties of the Board with regard to

correction of errors on tax rolls and refund of taxes based on such errors is hereby delegated to the Tax Collector; this delegation of authority is applicable only where the recommended correction or refund does not exceed \$2,500, as specified in sections 554 and 556 of the real property tax law.

e) Appointment of School Safety Committee

According to the SAVE legislation a committee must be appointed to maintain a district-wide school safety plan. The plan addresses crisis intervention, emergency responses, and management.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the appointment of the following individuals to the North Rose - Wolcott Central School District Safety Committee for the 2020-21 school year:

Daniel Friday	Lisa Brower	Brady Farnand	Jeremy Barnes
Ken VanFleet	Rebecca Kandt	Christie Graves	John Boogaard
Marcie Stiner	Kathryn Nash	Melissa Pietricola	Luan Romanelli
Brian Pitt	Donna Riviello	Rob Anderson	Robyn Roberts- Grant
Mark Williams	Jason Shetler		

f) Proposed Transportation Plan

BE IT FURTHER RESOLVED that upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the District's proposed transportation plan for the 2020-2021 school year pursuant to Education Law 3622 and authorizes the Superintendent or his designee to make adjustments to the plan as necessary to accommodate the needs of students in the District.

g) Personnel Items:

1. Letter of Resignation –Sarah Vanderlinde

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law accepts the resignation from Sarah Vanderlinde as a Recreation Assistant effective June 24, 2020.

2. Permanent Appointment – Jennifer Kerr

RESOLUTION

Be it resolved, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the permanent appointment of Jennifer Kerr as a Clerk/Typist effective July 22, 2020.

3. Reinstate Senior Account Clerk – Romanna Lord

RESOLUTION

Whereas Romanna Lord, Senior Account Clerk, resigned on September 15, 2019, and
Whereas Ms. Lord desires to return to work as a senior account clerk for the District; and,
The District has no objection to reinstatement of Ms. Lord to her former position at the District;
Now, therefore on the affirmative recommendation of the Superintendent; It is hereby resolved, that Ms. Lord is reinstated effective July 16, 2020 to the position of senior account clerk as a permanent employee, which was her status immediately prior to her resignation. The Terms and Conditions of Employment are on file with the District Clerk.

4. Coaching and Athletic Department Appointments

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the following coaching appointments for the 2020-21 school year,

conditional upon a criminal history record check according to Commissioners Regulation §80-1.11 and Part 87, and successful completion of all required First Aid/CPR and Child Abuse courses.

Position	Name	Step	Years	Salary
Golf Range Director	Anne Dapolito	4	15	\$4394
Fitness Center Coordinator	Cody Lapp	1	1	\$2293

5. Aquatics Program

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the following individuals as Water Safety Instructors and/or Lifeguards or Program Directors for all swim programs for effective July 8, 2020.

Name	Position(s)	Rate/Hr.
Matthew Cole	Lifeguard	\$11.80/hour

6. Leadership Council

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the following to serve on Leadership Council for the 2020-2021 school year at a stipend of \$2500.

Lead Teachers:	Building
Meagan Pentycufe	Elementary School
Lucia Copeland	Elementary School
Adam Bishop	Elementary School
Dawn McIntyre	Elementary School
Kelly Cole	Leavenworth Middle School
Ben Stopka	Leavenworth Middle School
Jill Ricci	Leavenworth Middle School
Ashleigh Gerstner	Leavenworth Middle School
Cary Merritt	NRWTA
Adam Hawley	High School
Amy Wiktorowicz	High School
Nick Wojieck	High School
Caitlin Waselewski	High School

Board Discussion

- There will be a regular meeting of the BOE on July 21st
- Appointment of BOE Committees will be done on July 21st
- BOE Handbook

Adjournment:

A motion was requested to adjourn the regular meeting.

Motion for approval was made by Tina Reed and seconded by Linda Eygnor with motion approved 7-0.
Time adjourned: 7:24p.m.

UNOFFICIAL

North Rose-Wolcott
Organizational Professional Development Plan
2020-2021

North Rose-Wolcott Professional Development Plan 2020-2021

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Vision

North Rose-Wolcott Professional Development Plan 2020-2021

Vision

The **MISSION** of the North Rose-Wolcott Central School District is to prepare each student for a successful future.

The **CORE BELIEFS** of the North Rose-Wolcott Central District are that:

- ★ The potential of each child will be achieved.
- ★ Learning is a shared responsibility of all.
- ★ Each child will be provided a safe, creative, and encouraging environment.
- ★ Each child will be prepared for their future.

Introduction

This plan addresses needs based on student achievement data and ESSA subgroup measures of “1”. It supports the goals of the District Strategic Action Plan. The goals of the Strategic Plan are as follows:

Goal 1: By June 2021, all students taking a state assessment will be proficient (3 or 4, 65 or higher).

Goal 2: By June 2021, each student who has achieved mastery will maintain mastery, and the percentage of new students achieving mastery will increase.

Goal 3: By June 2021, by the end of second grade, all students will read at or above grade level.

Goal 4: By the 2020-2021 school year, we will increase all students’ participation in STEAM (science, technology, engineering, arts, or mathematics) courses by 10% each year.

North Rose-Wolcott Professional Development Plan 2020-2021

NRW Student Achievement Data for 2019:

NYS ELA	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
	% 3-4					
All students 2019	26%	24%	24%	38%	22%	32%

NYS Math	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
	% 3-4					
All students 2019	33%	41%	35%	47%	27%	22%

NYS Regents Exam Data for 2019

	June 2019	
Exam	% Passing	% Mastery
Algebra Common Core	74	13
Geometry Common Core	75	16
Algebra 2 Common Core	75	8

North Rose-Wolcott Professional Development Plan 2020-2021

Global History & Geography	79	22
U.S. History & Government	70	37
English Common Core	82	36
Living Environment	87	30
Earth Science	74	22
Chemistry	77	13
Physics	69	13

Professional Development Committee Membership

Name	Title
Megan Paliotti	Assistant Superintendent for Instruction and School Improvement
Mark Mathews	Middle School Principal
Brady Farnand	Middle School Assistant Principal
Scott Bradley	High School Principal
Jason Shetler	High School Assistant Principal
Melissa Pietricola	Elementary School Principal
Christie Graves	Elementary School Assistant Principal
Kellie Marciano	Director of Special Education and Pupil Services

North Rose-Wolcott Professional Development Plan 2020-2021

Bridgette Barr	Community Schools Administrator
Laurie Elliott	Technology Integration Coordinator
Kristin DeFeo	District Parent
Cary Merritt	Teacher/Leadership Council Member/NRWTA President
Kristin McMorris	Teacher/Leadership Council Member
Dawn McIntyre	Teacher/Leadership Council Member
Adam Bishop	Teacher/Leadership Council Member

Meagan Pentycofe	Teacher/Leadership Council Member
Melissa Minichello	Teacher/Leadership Council Member
Ben Stopka	Teacher/Leadership Council Member
Jill Ricci	Teacher/Leadership Council Member
Caitlin Wasielewski	Teacher/Leadership Council Member
Kelly Cole	Teacher/Leadership Council Member
Nick Wojciek	Teacher/Leadership Council Member
Amy Wiktorowicz	Teacher/Leadership Council Member

North Rose-Wolcott Professional Development Plan 2020-2021

New York State Department Regulations and Requirements

This professional development plan is in compliance with Commissioner Regulations 100.2 (dd) that requires each district and BOCES to collaboratively create professional development plans that are reviewed annually. Additionally, professional development activities outlined in this plan provide teachers with the opportunities needed to meet and maintain the Continuing Teacher Leader Education (CTLE) requirements as defined by The Board of Regents in Subpart 80-6 of the Regulations of the Commissioner of Education to implement Chapter 56 of the Laws of 2015 relating to the registration process for any holder of a classroom teaching, school leader and teaching assistant certificate that is valid for life (Permanent, Professional and Level III Teaching Assistant) and the establishment of Continuing Teacher and Leader Education (CTLE) requirements for Professional and Level III Teaching Assistant certificate holders.

North Rose-Wolcott Central School District, Wayne-Finger Lakes (W-FL) BOCES, and other approved professional development providers will provide Professional Certificate holders with certificates, physical or electronic, acknowledging completion of workshops, trainings, and professional development opportunities qualifying for CTLE credits. Such certificates will include: participant's name, title of the program attended, date and location of program, number of hours completed, and providing sponsor's name.

The content of the North Rose-Wolcott's professional development plan is being supported in part by BOCES, RBERN, RSE-TASC, Teacher Centers, Regional Information Centers and other approved school districts and vendors.

Professional Development will focus on NYS Next Generation Standards, Prioritizing Standards, Providing Instruction in a remote learning environment, Social emotional learning, Implicit Bias, Cultural Responsiveness. These priorities were determined based on student data regarding achievement and suspension data, current education needs due to COVID-19, current equality concerns.

Philosophy

The purpose of the plan shall be to improve the quality of teaching and learning by ensuring that all administrators, teachers, teaching assistants, and other instructional staff participate in substantial professional development in order that they remain current with their profession and meet the learning needs of their students. We are committed to high-quality professional development to provide

North Rose-Wolcott Professional Development Plan 2020-2021

ongoing growth for practitioners within our organization, as well as to the assessment of ongoing professional development initiatives. Professional development provided to internal employees is tailored to the needs of the individual district, and building, progresses across grade levels (PreK-graduation) and when appropriate, is continuous and sustained.

We strive to provide professional development in alignment with the New York State Professional Development Standards (<http://www.highered.nysed.gov/tcert/pdf/pdstds.pdf>):

1. **Designing Professional Development:** Professional development design is based on data; is derived from the experience, expertise and needs of the recipients; reflects best practices in sustained job-embedded learning; and incorporates knowledge of how adults learn.
2. **Content Knowledge and Quality Teaching:** Professional development expands educators' content knowledge and the knowledge and skills necessary to provide developmentally appropriate instructional strategies and assess student progress.
3. **Research-based Professional Learning:** Professional development is research-based and provides educators with opportunities to analyze, apply, and engage in research.
4. **Collaboration:** Professional development ensures that educators have the knowledge, skill, and opportunity to collaborate in a respectful and trusting environment.
5. **Diverse Learning:** Professional development ensures that educators have the knowledge and skills to meet the diverse learning needs of all students.

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6. **Student Learning Environments:** Professional development ensures that educators are able to create safe, secure, supportive, and equitable learning environments for all students.
7. **Parent, Family, and Community Engagement:** Professional development ensures that educators have the knowledge, skill, and opportunity to engage and collaborate with parents, families, and other community members as active partners in their children's education.
8. **Data-driven Professional Practice:** Professional development uses disaggregated student data and other evidence of student learning to determine professional development learning needs and priorities, to monitor student progress, and to help sustain continuous professional growth.
9. **Technology:** Professional development promotes technological literacy and facilitates the effective use of all appropriate technology.
10. **Evaluation:** Professional development is evaluated using multiple sources of information to assess its effectiveness in improving professional practice and student learning.

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New PD Standards

- A. Professional Growth and Collaboration.** Professional learning fosters a foundation of continuous professional growth characterized by collaborative relationships, reflection, respect, and commitment to student and educator learning.
- B. Expanding Professional Capacity.** Professional learning builds individual and collective capacity for deepening and expanding educator expertise and improving outcomes for all students.
- C. Leadership.** Professional learning develops and fosters skillful leaders who cultivate vision, capacity, advocacy, communication, and support systems.
- D. Professional Learning Approaches.** Professional learning integrates theories, research, and models of adult learning to achieve intended outcomes.
- E. Utilizing Data.** Professional learning incorporates a variety of sources and types of student, educator, and system data to monitor student progress, sustain professional growth, and inform, plan, assess, and evaluate professional learning. .
- F. Cultural Responsiveness.** Professional learning responds to a culturally and linguistically diverse population of learners and promotes academic and social-emotional growth by emphasizing and building upon their cultural strengths, knowledge, and skills.
- G. Engagement Among Diverse Communities.** Professional learning builds capacity for educators, families, community members, and other stakeholders for shared ownership of student and community success.

Organizational Professional Development Goals

Curriculum maps will be updated and aligned vertically in a continuous cycle.

Teachers will receive professional development in order for them to best meet their students' academic needs, no matter the format of instruction, whether in person, hybrid or virtual.

Social emotional learning will be a component in all formats of learning.

Teachers will improve their understanding of implicit bias and culturally responsive instruction, incorporating them into their practices.

Action Plans

Goal 1: New Staff Induction

- *Mentoring - Required Elements*
 - *Procedure for selection*
 - *Role of*
 - *Preparation*
 - *Mentoring activities*
 - *Time allotted to work with mentees*
- *New Teacher Orientation - suggested*

Objective:

All new teachers at North Rose-Wolcott holding an initial certificate will complete a mentored teaching experience within their first year of employment as a teacher. The purpose of the mentoring program is to provide support for new teachers, retention of teachers, and to increase the skills of new teachers.

The mentoring program shall be developed and implemented consistent with any collective bargaining obligation required by Article 14 of the Civil Service Law (i.e., the Taylor Law); however, Commissioner's Regulation does not impose a collective bargaining obligation that is not required by the Taylor Law.

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Identify planned mentoring activities	Meetings, phone calls, emails	Mentor	Throughout the school year
Determine how the mentoring program has been effective	Teacher retention Mentoring log	Mentor and Assistant Superintendent for Instruction	June of 2021

Goal 2: *(ELL - Required - waiver available but goal required)*

**Applying for exemption due to low enrollment*

Objective: **Provide culturally responsive education for English Language Learners**

Objective: North Rose Wolcott CSD will build staff capacity in order to provide instruction that is culturally responsive, accounts for individual student needs (differentiation), and increases parent engagement for parents of English Language Learners.

Essential Questions **[optional]**

Activities and Strategies:

- *The District will provide professional development on opening day for all instructional staff around cultural responsiveness, differentiation, alternative assessment methods, and parent engagement. ESL teachers will receive PD through RBERN, WFL BOCES, Monroe 1 and Monroe 2 BOCES.*

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Goal 3: School Violence Prevention and Intervention

- *Required Drills (Lockdown and Evacuation)*
- *Promoting mental health and wellness*
- *Addressing warning signs*
 - *Effective classroom management*
 - *Integration of social and problem solving for students*

**GCN & Utica National, Right to Know Stuff, DASA, Character Education,*

Objective: For all staff to understand how to keep themselves and students safe.

Essential Questions [optional]

Activities and Strategies:

- *A district-wide safety team representing all stakeholders meets quarterly to review and revise the following district documents: student code of conduct, district attendance policy administration procedures, district-wide safety plan, and building level safety plan*
- *Schedule, communicate, and execute required Drills (Lockdown and Evacuation) as outlined in the District Safety Plan*
- *Provide required staff development regarding the Right to Know, DASA, violence prevention, and mental health*
- *Provide intervention through MTSS system that addresses student mental health and wellness*
- *Utilize School Resource Officer as a preventative measure whereby positive relationships are established between SRO, students, and staff*
- *Utilize SRO to provide instruction for students around the Student Code of Conduct and appropriate internet use.*
- *Increase teacher capacity in the areas of:*
 - *Effective classroom management*
 - *Integration of social and problem solving for students*

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Inputs	Evidence	Responsibility	Timeline
Right to Know/Bloodborne Pathogens		Director of Facilities	Opening Day Professional Development
Dignity for All Student Act Training		Assistant Principals	Opening Day Professional Development
Fire/Lockdown/Lockout/Evacuation Drill Training		Director of Facilities	Opening Day Professional Development
Wellness Committee		Athletic Director	
School Resource Officer Program		Assistant Superintendent for Business and Facilities	
Restorative Practices		Assistant Superintendent for Instruction and Curriculum	
School Violence Prevention			
Child Abuse Recognition	Trauma Informed Care practices	Director of Special Education & PPS	
Addressing the needs of children with autism		Director of Special Education & PPS	

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Provisions for Mentoring Program

The North Rose Wolcott Mentoring Program is defined by Board of Education policy, as outlined below:

All new teachers at North Rose Wolcott CSD holding an initial certificate will complete a mentored teaching experience within their first year of employment as a teacher. The purpose of the mentoring program is to provide support for new teachers, retention of teachers, and to increase the skills of new teachers.

The mentoring program shall be developed and implemented consistent with any collective bargaining obligation required by Article 14 of the Civil Service Law (i.e., the Taylor Law); however, Commissioner's Regulation does not impose a collective bargaining obligation that is not required by the Taylor Law.

In accordance with Commissioner's Regulations, the elements of the mentoring program include:

Procedure for Selecting Mentors	Tenured teachers that hold the same tenure area as a new teacher can apply to be mentors. The principal and ASI will assign a mentor to each new teacher.
Role of the Mentors	Mentors will provide confidential guidance and support to the new teacher in all areas of their professional life.
Preparation of Mentors	Mentors will attend a mentor training that has historically been hosted by the Teacher Center. Mentors will attend in-district mentor meetings. Mentor books will be provided to staff to guide them in conversations and supporting the new teacher.
Types of Mentoring Activities	Meetings, workbook activities, phone calls, emails.
Time Allotted for Mentoring	Mentors are paid for any time they do this outside of their regular work day. Most mentors are instructional coaches so they are able to schedule meeting times in weekly, if not more.

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Estimated Average Number of Hours each teacher/leader is expected to participate in Professional Learning

Positions	Hours	CTLE hours / choice topics
Teachers	at least 20 hours per year to stay on track for 100 hours	Conference days, staff meetings, BOCES offerings, R-BERN offerings
Teaching Assistants		Conference days, staff meetings, BOCES offerings
Administrators		BOCES Offerings, R-BERN offerings, Other
Support Staff		Conference days, Departmental training, Wayne County trainings

Our professional learning is continuous and sustained.

We have teachers and administrators who teach and present at Higher Ed Institutions.

Our focus on Personalized Learning has been a multi-year focus and continues as we work to create individualized instruction for remote learning.

Our Professional Learning is based on what is needed for students, but also what teachers need. We survey teachers regarding their needs and offer multiple levels of PD to meet each teacher where they are at. At the end of each PD, we ask what the next steps are that we can provide for them to feel supported or to take their learning to the next level.

Provisions for School Violence Prevention and Intervention Training

North Rose Wolcott is committed to hiring teachers who have fulfilled the requirements of certification, including participation in workshops covering school prevention and intervention. Such workshops shall consist of at least two clock hours of training that includes but is not limited to, study in the warning signs within a developmental and social context that relate to violence and other troubling behaviors in children; the statutes, regulations, and policies relating to a safe nonviolent school climate; effective classroom management techniques and other academic supports that promote a nonviolent school climate and enhance learning; the integration of social and problem solving skill development for students within the regular curriculum; intervention techniques designed to address a school violence situation; and how to participate in an effective school/community referral process for students exhibiting violent behavior.

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Upon request or determination of necessity, North Rose-Wolcott will provide refreshers on school violence prevention and intervention.

In instructional settings, North Rose- Wolcott will also utilize the interpersonal violence prevention education package provided by the State Education Department. These materials will be incorporated as part of the health or other related curricula or programs for students in grades K through 12.

Objective: 100% of staff will meet the State requirement for school violence and intervention training.

Strategies:

- 1. A district-wide safety team representing all stakeholders meets quarterly to review and revise the following district documents: student code of conduct, district attendance policy administration procedures, district-wide safety plan, and building level safety plans.*
- 2. At least annually the School District Resource Officer meets with each school's Building Emergency Response Team to review a menu of crisis situations, "drill each scenario, and update and revise the Emergency Plans as needed. The school's team and administration will train the school's staff on each of the various situations and scenarios.*
- 3. Each building principal ensures that annual updates are presented to students, parents and staff regarding behavioral expectations.*

Provisions for Teachers Certified in Bilingual and English Language Learner (ELL) Education (and ELL PD Requirements for other certificate holders)

Teachers possessing a Professional certificate in the certificate title of English to speakers of other languages (all grades) or a holder of a bilingual extension under section 80-4.3 of this Title will be provided with a minimum of 50 Percent of Professional Learning clock hours in language acquisition aligned with the core content area of instruction taught, including a focus on best practices for co-teaching strategies, and integrating language and content instruction for English language learners.

Districts will also provide other CTLE certificate holder's, Professional and Level III Teaching Assistants, a minimum of 15 percent of the required Professional Learning clock hours dedicated to the needs of English Language Learners including a focus on best practices for

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co-teaching strategies, and integrating language and content instruction for English language learners *unless the District meets exemption.*

North Rose Wolcott teachers may utilize the expertise and trainings provided by the Regional Bilingual Education- Resource Network or other approved sponsors to fulfill these requirements.

North Rose-Wolcott meets (and will apply for an) exemption from the professional development requirements in language acquisition for ELLs.

**There are fewer than 30 English language learner students enrolled or English language learners make up less than five percent of the North Rose-Wolcott total student population as of such date as established by the commissioner.*

Recommended PD Provider:

Alicia Van Borssum, EdD

Coordinator, Project CELLS: Western NY Collaboration for English Language Learner Success

Warner Graduate School of Education

University of Rochester

Office: 585-276-4779

Mobile: 585-261-7460

PROFESSIONAL DEVELOPMENT PLAN STATEMENT OF CERTIFICATION

School District: _____ BEDS Code: _____

The superintendent certifies to the Commissioner that: (1) The planning, implementation and evaluation of the plan were conducted by a professional development team that included a majority of teachers and one or more administrator(s), curriculum specialist(s), parent(s), higher education representative(s), and others

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identified in the plan. (2) The requirements of CR 100.2 (dd) to have a professional development plan for the succeeding school year have been met. (3) The school District or BOCES has complied with the professional development plan applicable to the current school year. (4) The plan focuses on improving student performance and teacher practice as identified through data analysis. (5) The plan describes professional development that: • is aligned with state content and student performance standards; • is articulated within and across grade levels; • is continuous and sustained; • indicates how classroom instruction and teacher practice will be improved and assessed; • indicates how each teacher in the district will participate; and • reflects congruence between student and teacher needs and district goals and objectives. (6) The plan describes how the effectiveness of the professional development will be evaluated and indicates how activities will be adjusted in response to that evaluation. (7) The plan complies with CR 100.2(dd) to: • describe and implement a mentoring program for new teachers; • provide teachers holding a professional certificate with opportunities for completing 100 hours of professional development (CTLE) every five years; • ensure that level III teaching assistants and long-term substitute teachers participate in professional development activities, • state the average number of hours each teacher is expected to participate in professional in the school year(s) covered by the plan; • describe how all teachers will be provided professional development opportunities directly related to student learning needs as identified in the school report card and other sources; • provide staff with training in school violence prevention and intervention; and • provide professional development to all professional and supplementary school staff who work with students with disabilities. (8) The plan has been reviewed and/or revised in accordance with the most current version of 100.2 (dd). The latest version of CR 100.2 (dd) can be found at: <http://www.emsc.nysed.gov/part100/pages/1002h.html>. (9)

The plan or the annual update to the plan was adopted at a public meeting by the Board of Education. _____

Print Name of Superintendent of Schools _____

Original Signature of Superintendent of Schools _____

Date _____