



Letter to the Board

Michael Havens

Superintendent of Schools

Phone: 315-524-1001

Fax: 315-524-1049

March 3, 2006

Defeat is not defeat unless accepted as a reality -- in your own mind."

--

Bruce Lee, martial arts legend

Greetings from Wayne Central. Below are a few items of interest.

Board Agenda:

1. **Executive Session:** We have a couple of things to discuss in executive session. First, as you are aware, a partial settlement has been reached on the Ontario Orchard Trailer Park. Our portion of the \$300,000 that settles the first years of the dispute is \$177,927.65. Frank Greg and I will bring you up to date on the situation, discuss our renewed relationship with the Town and request you approve the payment.
2. **Project Lead the Way:** You have heard about the growing shortage of engineers in this country. I have written to you earlier about this project. High school assistant principal Holly Armitage will present information on this program that is slated to begin in the fall.
3. **High School Academic Goals:** Holly Armitage and Joe Siracuse will provide the High School Academic Report to update the board on the steps they have taken to achieve their goals as identified in the School Improvement Plan based on the work of the board/administrative summer workshop.
4. **Auditing Reports:** Mr. Atseff will discuss the auditing reports received by Mr. Wager's office. Internal claims auditor, Russ Harris will present his quarterly auditing report as per new Board policy.
5. **Budget Discussion:** We will be presenting the Administrative portion of the budget (See attached information). This concludes the three parts of the budget. Greg will also present projected revenue for next year. Currently, balancing the budget will require a 5.25% increase in taxes. My understanding, based on informal conversations with the Board, is that this is probably too high. We will be working with administration over the next two weeks to see what it will mean to bring the tax rate down closer to the 0-2%. We also have to carefully look at the revenue sheets as the State gets closer to a settlement on its budget.
6. **Financial Report:** Greg Atseff will review the district financial report.

7. **Board Actions:** Personnel Actions and CSE actions are recommended for approval as submitted. Under the consensus agenda we are recommending approval of the January Treasurer's Report, Ray Wager's single audit report and extra-classroom accounts report, and a health contract from East Irondequoit. Note that the Reality check resolution and Gullace property are both on the consent agenda

Board Letter:

1. **Electronic Version:** Lori has been out this week so your hard copy board packet will come to you on Monday. I am sending the electronic version for things today. I can't wait for this woman to get back to the office.
2. **Earth Science Teacher:** The man who replaced our Earth Science teacher (lost certification) quit after 3 days. He thought he wanted to get back in teaching, saw how much work it was and how little fun he was having and turned in his keys. We are searching the colleges and advertising for a replacement. Mrs. LoCicero who is certified in Earth Science as well as special education is helping us through the transition.
3. **Graduation:** The newly renovated shell says they will have no problem being ready for graduation. As back up, we are moving forward with contingency plans to hold graduation on campus.
4. **Upcoming Events:**

4/29 – Four County Fiscal Training Workshop for Board Members – Details TBD
5. Attachments:
 - a. Budget Report
 - b. Auditor's Report
 - c. WTA Contract Memo

Internal Claims Auditor Report

Report 3/2006

Discovered Condition	Internal Auditor	Suggested Corrective action plan	Results of corrective action
Open purchase orders are not being monitored, lack of procedures Walmart open purchase orders are attached as and examples.	Claims were approved.	Procedures and guidelines for open purchase orders need to be written and communicated all users and monitoring of the procedures should be done at the building level.	

Internal Claims Auditor Report

Report 3/2006

Open Issues

Discovered Condition	Internal Auditor	Suggested Corrective action plan	Results of corrective action
Procedures and forms pending from 12/8/2005 report are still pending.			

PO Date
10-27-2005

SM
Purchase Order

Purchase Order No.
10647

Wayne Central School District
6200 Ontario Center Road
P.O. Box 166
Ontario Center NY 14520
315-524-1014 315-524-1049 (fax)

Tax Exempt No. 15-6002469

Order To: 001375
WAL-MART STORES, INC.
1902 EMPIRE BLVD.
WEBSTER NY 14580
585-787-1370

Ship To:
CENTRAL STORES
6076 ONTARIO CTR. RD.
ONTARIO CENTER NY 14520
Requestor: Larry Spring

QTY	CATALOG #	DESCRIPTION	UNIT PRICE	AMOUNT
1	XXXX	This provides approval to purchase supplies for Early Start Program at Freewill	200.00	200.00

Example #1
supplies that could
have been ordered
using established
purchasing procedures

Purchase Order

PO Date
07-01-2005

Purchase Order No.
10017

Wayne Central School District
6200 Ontario Center Road
P.O. Box 166
Ontario Center NY 14520
315-524-1014 315-524-1049 (fax)

Tax Exempt No. 15-6002469

Order To: 001375
WAL-MART STORES, INC.
1902 EMPIRE BLVD.
WEBSTER NY 14580
585-787-1370

Ship To:
CENTRAL STORES
6076 ONTARIO CTR. RD.
ONTARIO CENTER NY 14520
Requestor: FE- JCarter

QTY	CATALOG #	DESCRIPTION	UNIT PRICE	AMOUNT
1		Open PO Wal-mart Stores Not to exceed \$100 Authorized to charge: Jason Carter Andrea Dysart, Carrie St. Pierre	100.00	100.00
		<p>12/14/05 OK to pay \$72.88 Carter 11/13/06 OK to pay; close \$700 Carter</p> <p>Example #2 Boombax?</p>		
			TOTAL	100.00

P0000208

Account Code	Amount
A2110500053400	100.00

JAN 17 2006

Murray J. Carter
Purchasing Agent

Receiving

WALMART
PO #10017

ST# 1619 OP# 00004935	TE# 16 TR# 04942
ICE CREAM 007064023308	F 4.63 0
ICE CREAM 007064023301	F 4.63 0
ICE CREAM 007064023301	F 4.63 0
ICE CREAM 007064023304	F 4.63 0
ICE CREAM 007064023301	F 4.63 0
GV 12OZ BOWL 007874212435	1.57 0
SPOONS-PLAST 004142600061	1.14 0
SPOONS-PLAST 004142600061	1.14 0
SUBTOTAL 27.00	
TOTAL 27.00	
WALMART CREDIT TEND 27.00	

ACCOUNT #0906
 APPROVAL #012933
 TRANS ID -
 VALIDATION -
 PAYMENT SERVICE -
 CHANGE DUE 0.00

ITEMS SOLD 8

TC# 6669 7289 7289 1787 1831



Scholarship Applications NOW ONLINE
 Apply at www.walmartfoundation.org
 01/12/06 19:43:10

CUSTOMER COPY

WALMART

ALWAYS LOW PRICES.

Always

WE SELL FOR LESS
 MANAGER MIKE JUDD
 (585) 292 - 6000

ST# 1619 OP# 00004970	TE# 23 TR# 02251
CANDY CANES 003080060001	F 1.96 0
CANDY CANES 003080060001	F 1.96 0
CANDY CANES 003080060001	F 1.96 0
CANDY CANES 003080060001	F 1.96 0
CANDY CANES 003080060001	F 1.96 0
CANDY CANES 003080060001	F 1.96 0
ALK D-4 001280045325	3.78 0
ALK D-4 001280045325	3.78 0
INST STAB 006450121256	0.78 0
INDEX 006450121286	0.98 0
INSERT STAB 006450181380	2.57 0
INSERT STAB 006450181380	2.57 0
BINDER 007891091424	4.97 0
BOOMBOX 004431940272	39.73 0
SUBTOTAL 72.88	
TOTAL 72.88	
WALMART CREDIT TEND 72.88	

ACCOUNT #0906
 APPROVAL #015957
 TRANS ID -
 VALIDATION -
 PAYMENT SERVICE -
 CHANGE DUE 0.00

ITEMS SOLD 15

TC# 4891 6312 0228 3747 0425



Create a personalized gift card at
 Walmart.com or the 1-Hr Photo Center.
 12/15/06 20:03:34

CUSTOMER COPY

Purchase Order

PO Date
07-01-2005

Purchase Order No.
10026

Wayne Central School District
6200 Ontario Center Road
P.O. Box 166
Ontario Center NY 14520
315-524-1014 315-524-1049 (fax)

Tax Exempt No. 15-6002469

Order To: 001375
WAL-MART STORES, INC.
1902 EMPIRE BLVD.
WEBSTER NY 14580
585-787-1370

Ship To:
FREEWILL ELEMENTARY
6076 ONTARIO CTR. RD.
ONTARIO CENTER NY 14520
Requestor: tcotsonas

QTY	CATALOG #	DESCRIPTION	UNIT PRICE	AMOUNT
1		open P.O.	100.00	100.00
<p>12/20/05 OK to pay \$99.41 and close Colson Piquan</p> <p>Example # 3</p> <p>DEC 22 2005</p>				
TOTAL				100.00

P0000253

Account Code	Amount
A2110500053100	100.00

Gregory J. Piquan
Purchasing Agent

Receiving



Always Pott 10026

WE SELL FOR LESS
MANAGER THOMAS KOSINSKI
(585) 787 - 1370

ST# 1744	OP# 00000491	TE# 10	TR# 05593
30PK SLM CLR	003470701931		6.88 0
30PK SLM CLR	003470701931		6.88 0
ULT XMAS SET	007464588129		23.74 0
WAS 26.86 YOU SAVED 3.12			
12PK PENCILS	007584512112		0.94 0
12PK PENCILS	007584512012		0.94 0
12PK PENCILS	007584512012		0.94 0
12PK PENCILS	007584512112		0.94 0
12PK PENCILS	007584512112		0.94 0
TOTE BAG	009732739731		1.97 0
TOTE BAG	009732739731		1.97 0
TOTE BAG	009732739731		1.97 0
TOTE BAG	009732739731		1.97 0
TOTE BAG	009732739731		1.97 0
TOTE BAG	009732739731		1.97 0
TOTE BAG	009732739731		1.97 0
TOTE BAG	009732739731		1.97 0
TOTE BAG	009732739731		1.97 0
TOTE BAG	009732739731		1.97 0
TOTE BAG	009732739731		1.97 0
GV SUGAR	007874237116	F	1.88 0
GV CREAMER	007874243367	F	1.98 0
GV CREAMER	007874222622	F	1.37 0
GV COFF INST	007874243453	F	3.28 0
MCC/SCH GRND	005210000256	F	2.44 0
GV COFF INST	007874243453	F	3.28 0
GV COFF INST	007874243453	F	3.28 0
NESTLE QUIK	002800024280	F	2.87 0
NESTLE QUIK	002800024280	F	2.87 0
SUBTOTAL 89.09			
MAGNET	001537710075		5.97 0
MAGNET	001537712347		2.47 0
SUBTOTAL 97.53			
MRCLEAN ERAS	003700043515		1.88 0
SUBTOTAL 99.41			
TOTAL 99.41			
WALMART CREDIT TEND			

Purchase Order

Purchase Order No.
10026

Wayne Central School District
6200 Ontario Center Road
P.O. Box 166
Ontario Center NY 14520
15-524-1014 315-524-1049 (fax)

Tax Exempt No. 15-6002469

001375	Ship To:
	FREEWILL ELEMENTARY 6076 ONTARIO CTR. RD. ONTARIO CENTER NY 14520
	Requestor: tcoysonas

	UNIT PRICE	AMOUNT
	100.00	100.00
TOTAL		100.00

*?
pumpkins?*

2 2 2005

ACCOUNT #0906
APPROVAL #018466
TRANS ID -
VALIDATION -
PAYMENT SERVICE -
CHANGE DUE 0.00

ITEMS SOLD 32

TC# 2470 8711 2160 1600 8675



Create a personalized gift card at
Walmart.com or the 1-Hr Photo Center.
12/18/05 09:34:44

CUSTOMER COPY

[Signature]

Purchasing Agent

Receiving

Memorandum

To: Board of Education
CC: Greg Atseff, Mark Callahan
From: Michael havens
Date: 7/22/2024
Re: WTA contract

Congratulations to your negotiations team who completed a tentative contract settlement with the WTA on Wednesday night. Your Board members, John and Rick served you well, putting in many hours and taking time from work to serve the district. Also a special thanks to Mark Callahan who has served as facilitator these last few meetings. As always the actual contract will not be printed and distributed for a couple months. We will be asking you to approve the contract at this meeting. I have listed below the changes we are recommending from its current form;

1. Duration: 5 years -July 1, 2006 – June 30th 2011

Comments: The five year contract is great for us. They were a little reluctant to go this far at first but we convinced them that it worked well for us this last time.

2. Salary increases:	2006-07	3.5%*
	2007-08	4.25
	2008-09	4.25
	2009-10	4.25
	2010-11	4.00+

* also adjust the sag for people earning significantly below their peers will the same years of training and degree status. This will be done by adjusting the midpoint of each salary step to be consistent with the midpoints of the Wayne – Finger Lakes BOCES comparative salary data.

+ The salary portion of the contract could be reopened by either party if the 4.00% is out of line with the cost of living index or area district settlements.

Comments: The 3.5% is actually a bit more if you add in the first year adjustments for those people who were working for less than their peers. Everyone felt this part had to be cleaned up though. There is a re-opener clause for the final year (2010-11), for either party, if inflation or settlements change drastically.

I know the 4.25% numbers may seem pretty large. There are a few other districts who have settled at this rate but not many. Getting the health care give-back (see 3) was a huge concession by the teachers and at least as important. Five years ago the staff asked us to give them a chance to show us how well they could do with our children. The academic achievement results speak for themselves. As do our school's ranking among area Wayne and Monroe county districts.

3. Insurance: Move from the traditional Blue Million to the less expensive Blue point II with a \$20 co-pay

Comments: This is a big one for us. They were already contributing 10% but their base policy was very expensive. They have agreed to change to a new plan that is currently much cheaper and has a higher (\$20) co-pay. We have agreed to a 105 pre tax contribution for current staff. There will be no district contribution for new staff. You should be very pleased with this item.
4. Change the start of the school year from not being able to begin prior to September 1st to being able to do so when September 1st falls on a Friday or Saturday.

Comments: This is extremely helpful to us. We have the longest school year (188 days). Some years it is hard to get all the days in without starting prior Labor day. This language solves the issue
5. Teachers agree to do teachers conferences outside the school day i.e. before school, after school and evenings. In return teachers will have a ½ comp day.

Comments: This is a great one for us also. We piloted it in a couple of schools this year. With both parents working, we have to be willing to meet with them early in the morning or evening.
6. Expand bereavement days to include grandchildren and persons they are legally responsible for.

Comments: We had one of our Middle School teacher's grandchildren die this year. If I went by the strict language of the contract, she wasn't entitled to bereavement. I think it would have been callous not to provide it to her. This officially allows me to.
7. Expand family illness days to include persons they are legally responsible for.

Comments: If they are **legally** responsible for providing the to day to day care then they should be able to take a sick day for them.
8. Formation of a joint team to develop professional standards including those for dress

Comment: This one we really pushed for. While the "dress code" would be recommendations not law this is a big step in addressing both dress and professionalism. The association has also said that if there is a time when a staff member dresses inappropriately they would be willing to be the first person to make contact with the teacher to make a change.
9. Retirement incentive changed to read \$1,000 per year of service with a minimum of 15 years to maximum of 25 years. There will be a one time opportunity for those already over 55 to receive this benefit.

Comment: This is a change from basing the incentive on sick days. Depending on the number of years of service vs. the number of sick days this could raise the incentive to a maximum of \$25,000. This was a pretty sizeable increase from the \$11,000 maximum in the current contract but put us in line with area school districts. Offering the incentive to over 55 this one year may also get us some retirements we need in order to balance the budget.
10. A committee will study and make recommendations about stipends for coaching and other stipended positions. Next year there will be a 4% increase in those stipends.

Comments: The stipend positions have not been seriously looked at for many years. Five years ago we applied a straight increase to them but did nothing to determine if they are over or under compensated.
11. Change in steps for grievance so that the individual staff member can not submit a grievance to

arbitration. It has to be approved and done by the association.

Comments: This is helpful to both of us. Under the current contract language an individual has the right to bring an issue to arbitration even if the WTA disagrees with its merit. This is what happened with the Ken Schaumberg grievance. They were forced to go along with it and pay for it irregardless of whether or not it had merit. Now the individual can take it as far as the Board of Education, but if it is going to go to arbitration the WTA has to decide that.

The association wanted binding arbitration. We are about the only school in the Rochester area that does not have it. We held tight and they finally gave up on it.

CONFIDENTIAL