

**SACHEM CENTRAL SCHOOL DISTRICT**  
**51 SCHOOL STREET, LAKE RONKONKOMA, NY 11779**  
**REGULAR MEETING AGENDA**

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December 17, 2014

7:30 PM

Board of Education Room

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*The Board of Education welcomes all who are attending this meeting.*

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**I. OPENING OF MEETING**

1. **Roll Call**
2. **Call to Order**
3. **Salute to the Flag**
4. **Moment of Silence**
  
5. **Approval of Minutes**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the following minutes”:

November 5, 2014 - Work Session Meeting

November 19, 2014 - Regular Meeting

**II. RECOGNITIONS**

1. North Boys Volleyball - State Champions
2. East Girls Field Hockey - State Finalists
3. North Boys Cross Country - County Champions
4. East Girls Cross Country - County Champions
5. Ryan Leone - News 12 Scholar/Athlete

**III. VISITORS - (EACH VISITOR WILL BE LIMITED TO 3 MINUTES)**

Upon the recommendation of the Superintendent of Schools, the Board of Education welcomes visitors who wish to address the Board on matters relating to this agenda.

If you wish to speak, please fill out a card (located on the table in the rear of the room) and turn in to the table in the front of the room adjacent to the Board of Education. The President of the Board will call speakers to the floor.

**BUSINESS ITEMS**

**IV. CONSENT AGENDA FOR BUSINESS ITEMS 4.1. THROUGH 4.2.**

**4.1. Bid Award**

Certain supplies, materials, and equipment to be used in various school units have been advertised for bid and/or requests for proposal (RFP) in accordance with Section 103 of General Municipal Law. Bids/RFP’s are utilized to establish firm prices for a variety of items/services that may be required by the District during the school year. There is no guarantee that the District will require any/all of the items requested on bids/RFP’s. Actual usage will be on an “as needed” basis and may vary. Bids/RFPs have been evaluated by the staff and recommendations for action are ready to be made.

The bid/RFP awards presented for action are:

	<b><u>RFP/Bid Number &amp; Title</u></b>	<b><u>Action Required</u></b>
<b>a.</b>	B 14-512A Swimming Pool Chemicals & Supplies - Supplemental	Approve
<b>b.</b>	B 14-409B Project Adventure Course - Annual Inspection, Preventative Maintenance & Repair	Approve
<b>c.</b>	B 14-86A Educational Assessment Testing - Materials & Supplies	Approve

**4.2. Treasurer's Report**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the monthly Cash Reconciliation Report as of October 31, 2014 for each fund as submitted by the District Treasurer, Diane Kollmer.

FURTHER, that the Board of Education approve the monthly Budget Status Report as of October 31, 2014 as submitted by the District Treasurer, Diane Kollmer.”

Treasurer’s Report

Revenues

Expenditures

Balance Sheets (as of October 31, 2014)

**PERSONNEL ITEMS**

**V. CONSENT AGENDA FOR PERSONNEL ITEMS 5.A.1. THROUGH 5.C.5.**

**A. Teachers**

**5.A.1. Leaves of Absence of Teaching Personnel**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the leaves of absence of teaching personnel as follows”:

<u>Name</u>	<u>Grade/Subject</u>	<u>School</u>	<u>Reason</u>	<u>Dates</u>
Gibbons, Elizabeth	Physical Education	North	Child Care Leave	12/4/14-2/01/15
Hochmuth, Colleen	Mathematics	Sagamore	Child Care Leave	12/5/14-6/30/15
Ing, Michelle	Mathematics	Samoset	Child Care Leave	12/9/14-2/01/15
Martin, Kathryn	Elementary	Grundy	Child Care Leave	12/4/14-6/30/15

**5.A.2. Probationary Appointments of Teaching Personnel**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the appointment of probationary teachers as follows”:

<u>Name</u>	<u>Tenure Area</u>	<u>School</u>	<u>Step</u>	<u>Dates</u>
Lecarreux, China	Elementary	Hiawatha	8-9	8/28/14*
O’Hara, Mary	School Media Specialist	Sagamore	2-6	1/5/15 – 1/4/18

\*Excessed teacher recalled. Previously tenured.

**5.A.3. Leave Replacements Appointments of Teaching Personnel**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the leave replacement appointments of teaching personnel as follows”:

<u>Name</u>	<u>Tenure Area</u>	<u>School</u>	<u>Step</u>	<u>Dates</u>
Alfredson, Salvatore	Math	Sagamore	1-1	12/18/14-6/30/15
D’Auria, Jessica	Physical Education	Wenonah	1-4	12/18/14-6/30/15

**5.A.4. Salary Changes for Teaching Personnel**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the salary changes for teaching personnel as follows”:

<u>Name</u>	<u>School</u>	<u>Date of Change</u>	<u>From Step</u>	<u>To Step</u>	<u>Salary Difference</u>
Benson, Kelly	Chippewa	8/28/14	7-6	7-7	2,698.00
Fernandez, Lori	Seneca	8/28/14	7-3	7-4	2,698.00

Holl, Erin	Sagamore	8/28/14	3-2	3-4	4,906.00
Isaksson, Aisha	Nokomis	8/28/14	7-8	7-9	2,698.00
Perun, Kathleen	Seneca	8/28/14	9-8	9-9	2,697.00
Sarvis, Denise	North	8/28/14	4-1	4-2	2,454.00
Savarese, Jaclyn	Samoset	8/28/14	11-4	11-5	2,698.00

**5.A.5. Approval of Substitute Teachers**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the substitute teacher list as follows”:

**Name**

Cervino, Jamie Lee  
 Manfredi, Marissa

**5.A.6. Termination/Resignation of Substitute Teachers**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the termination/resignation of substitute teachers as follows”:

**Name**

**Date**

Andrews, Allison	12/8/14
Baranec, Kerri	12/8/14
Bellafiore, Bryan	12/3/14
Bradley, MaryKate	12/3/14
Coope, Jacqueline	12/3/14
Crisci, Michael	12/1/14
Dasaro, Jonathon	12/3/14
Gentzlinger, Peter	12/3/14
Grimm, Alexander	12/3/14
Hagan, Brian	12/3/14
Hennessy, April	12/5/14
Leselrod, Lorna	12/3/14
Lombardi, Jessica	12/5/14
O’Brien, Denise	12/3/14
Olsen, Michael	12/3/14
Palmieri, Jaclyn	12/9/14
Wehrheim, Kasey	12/8/14

**B. Teacher Assistants**

**5.B.1. Resignation of Teaching Assistants**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the resignation of teacher assistants as follows”:

<u>Name</u>	<u>Grade/Subject</u>	<u>School</u>	<u>Dates</u>
Colasanto, Amanda	Special Education Teaching Assistant	Administrative Office	12/3/14

**C. Support Staff**

**5.C.1. Resignation of Support Services Personnel (All Civil Service Classifications)**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the resignation of support services personnel (all Civil Service classifications) as follows”:

<u>Name</u>	<u>Position &amp; Assignment</u>	<u>Service Ends</u>
Landgrover, Kenneth	Campus Security	12/20/14
Scarpetta, Delia	Special Ed Aide/Wenonah	12/6/14

**5.C.2. Termination of Support Services Personnel (All Civil Service Classifications)**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the termination of support services personnel (all Civil Service classifications) as follows”:

<u>Name</u>	<u>Position &amp; Assignment</u>	<u>Service Ends</u>
Cruz, Jose Cristobal*	Custodian/East	11/24/14

\*Deceased

**5.C.3. Resignation/Termination of Substitute Support Services Personnel (Exempt, Labor and Non-Competitive)**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the resignation/termination of substitute support services personnel (exempt, labor and non-competitive) as follows”:

<u>Name</u>	<u>Service Ends</u>
<u>Aide</u> Scaccio, Emily	12/9/14
<u>Custodian</u> Torregrosa, Paul	12/9/14

**5.C.4. Appointment of Support Services Personnel (Exempt, Labor and Non-Competitive)**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the probationary appointment of support services personnel (exempt, labor and non-competitive) as follows”:

<u>Name</u>	<u>Position &amp; Assignment</u>	<u>Base Salary</u>	<u>Service Begins</u>	<u>Probationary Appointment</u>
Ogiejko, Judy	Special Ed Aide/ Samoset	\$11.68/hr.	1/5/15	None
Scaccio, Emily	Special Ed Aide/ Lynwood	\$11.68/hr.	12/10/14	None
Torregrosa, Paul	Custodian/Waverly	\$51,032	12/10/14	90 days 12/10/14-3/9/15

**5.C.5. Appointment of Substitute Support Services Personnel (Exempt, Labor and Non-Competitive)**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the substitute support services personnel (exempt, labor and non-competitive) as follows”:

<u>Name</u>	<u>Service Begins</u>
<u>Aide</u> Fichera, Theresa	12/17/14
<u>Clerical</u> Grazia, Louise	12/17/14
<u>Custodian</u> Rickert, Michael Jr.	12/17/14
<u>Nurse</u> Dodenhoff, Michele	12/10/14
Hummel, John	12/10/14

**VI. ACTION ITEMS**

**1. Mini Contracts Consent Agenda for Action Items 6.1.1. through 6.1.5.**

**6.1.1. Approval of Agreement with Taylor Publishing Company**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approves the agreement between the Sachem Central School District and Taylor Publishing Company for providing Class of 2015 Yearbooks for Sachem High School North. The estimated cost for this service is \$35,200 for 550 copies paid for by the students. This agreement has been reviewed and approved by the school district’s attorney.”

**6.1.2. Approval of Special Education Services Agreement with West Islip UFSD 2014-15**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approves the agreement between Sachem Central School District and West Islip Union Free School District to provide special education services to parentally placed students with disabilities, when such students attend private schools in the West Islip UFSD but reside in

Sachem CSD. The cost for these services is in accordance with Education Law Section 3602-c and the Regulations of the Commissioner of Education, Part 177. The term of this agreement shall be from July 1, 2014 through June 30, 2015.”

**6.1.3. Approval of Health and Welfare Services Agreement with West Islip UFSD 2014-15**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approves the agreement between Sachem Central School District and West Islip Union Free School District to provide health and welfare services to students who reside in the Sachem Central School District. The rate for this service is \$746.90 per student. The term of this agreement shall be from July 1, 2014 through June 30, 2015. This agreement has been reviewed and approved by the school district’s attorney.”

**6.1.4. Approval of Health and Welfare Service Agreement with Central Islip UFSD 2014-15**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approves the agreement between Sachem Central School District and Central Islip Union Free School District to provide health and welfare services to students who reside in the Sachem Central School District. The rate for this service is \$1,035.70 per student. The term of this agreement shall be from September 3, 2014 through June 26, 2015. This agreement has been reviewed and approved by the school district’s attorney.”

**6.1.5. Approval of Agreement with AHRC/eWorks Electronic Services, Inc.**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approves the agreement between Sachem Central School District and AHRC/eWorks Electronic Services, Inc. to provide recycling and disposal of computer equipment, hardware and other related devices. There will be no charges for this service. The term of this agreement will commence on the effective date and continue until terminated by the Parties. This agreement has been reviewed and approved by the school district’s attorney.”

**6.2. Approval of Healthplex/Dentcare Renewal Rates with J.J. Stanis and Company, Inc.**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approves the Healthplex/Dentcare renewal rates from J.J. Stanis and Company, Inc. The rates will remain the same. The current rates are \$17.74 for individual coverage and \$43.49 for family coverage. These rates are effective January 1, 2015.”

**6.3. Approval of Excess Major Medical Renewal Rates**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approves the Excess Major Medical renewal rates from J.J. Stanis and Company, Inc. The current rates will continue as follows:

	Current Rates	Renewal Rates
Single Coverage	\$6.25	\$6.25
Family Coverage	\$15.00	\$15.00

There is no cost increase. This is fully paid by employees. There is no district contribution. The renewal is scheduled to take place effective January 1, 2015.”

**6.4. Donation - Lake Grove Lions Club**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education accepts with gratitude, the donation of Wal Mart gift cards totaling \$1,200.00 from the Lake Grove Lions Club. Gift cards will be sent to Sachem High School North, Samoset Middle School, Gatelot, Cayuga and Wenonah Elementary Schools to be distributed to families in need as determined by school nurses and social workers.”

**6.5. Adoption of Revised Purchasing Policies - 6700, 6740, 6740E - Second Reading**

RECOMMENDED ACTION: "Upon the recommendation of the Superintendent of Schools, the Board of Education adopts as a second reading the following revised purchasing policies/exhibits:

- Revised 6700 - Purchasing
- Revised 6740 - Purchasing Procedures
- Revised 6740E - Purchasing Procedures Exhibit

**6.6. Suspension of Policy 2410**

RECOMMENDED ACTION: "Upon the recommendation of the Superintendent of Schools, the Board of Education approves the suspension of Policy 2410, Formulation, Adoption, and Amendment of Policies, in order to adopt the revised the Wellness Policy normally requiring four weeks' notice for adoption."

**6.7. Adoption of Revised Wellness Policy 5405**

RECOMMENDED ACTION: "Upon the recommendation of the Superintendent of Schools, the Board of Education adopt Revised Policy 5405 - Wellness Policy."



**6.8. Approval of Municipal Continuing Disclosure Cooperative Resolution**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the following resolution:”

**RESOLUTION OF THE SACHEM CENTRAL SCHOOL DISTRICT, IN THE COUNTY OF SUFFOLK, NEW YORK, RELATING TO CONTINUING DISCLOSURE MATTERS APPLICABLE TO BONDS AND NOTES OF THE DISTRICT AND AUTHORIZING CERTAIN ACTIONS IN CONNECTION THEREWITH.**

**WHEREAS**, the Sachem Central School District, in the County of Suffolk, State of New York (the “District”) has previously issued its bonds, bond anticipation notes and/or other debt obligations (collectively, the “Bonds”); and

**WHEREAS**, in connection with the issuance of certain of the Bonds and for purposes of assisting underwriters/purchasers to comply with Rule 15c2-12 under the Securities Exchange Act of 1934, the District has covenanted and/or entered into one or more undertakings or agreements to provide continuing disclosure (the “Continuing Disclosure Obligation”) to the public marketplace; and

**WHEREAS**, in general the Continuing Disclosure Obligation requires the District to file certain financial information and notice of certain events in specified places and at specified times; and

**WHEREAS**, in connection with the sale of certain of the Bonds, the District issued one or more official statements that, among other things, described the District’s Continuing Disclosure Obligation and whether or not the District had previously complied with its Continuing Disclosure Obligation in all material respects; and

**WHEREAS**, the Division of Enforcement (the “Enforcement Division”) of the U.S. Securities and Exchange Commission (the “SEC”) announced its Municipalities Continuing Disclosure Cooperation Initiative (the “Initiative”), to address potentially materially inaccurate descriptions in official statements (made innocently, inadvertently or otherwise) of prior compliance with continuing disclosure obligations; and

**WHEREAS**, pursuant to the terms of the Initiative, the Enforcement Division will recommend “favorable settlement terms” for issuers and underwriters that self-report by 5:00 p.m., eastern standard time, on December 1, possible materially inaccurate statements in official statements in the last five years relating to prior compliance with continuing disclosure obligations by submitting a specified questionnaire (the “Questionnaire”) to the Enforcement Division; and

**WHEREAS**, the District has been provided with a copy of the Initiative, a copy of an advisory and memorandum prepared by bond counsel to the District describing the Initiative, and a copy of the Questionnaire released by the Enforcement Division; and

**WHEREAS**, if an issuer takes advantage of the Initiative by self-reporting possible materially inaccurate statements and if any of such statements are determined to be materially inaccurate by the Enforcement Division, the Enforcement Division will recommend to the SEC a settlement in which (i) the issuer consents to a cease-and-desist order, (ii) the issuer neither admits nor denies the findings of the SEC and (iii) there is no payment of any civil penalty by the issuer; and

**WHEREAS**, any such settlement will require the issuer to (i) establish appropriate policies and procedures and training regarding continuing disclosure obligations within 180 days, (ii) comply with existing continuing disclosure undertakings, including updating past delinquent filings within 180 days, (iii) cooperate with any subsequent investigation by the Enforcement Division regarding the false statement(s), including the roles of individuals and/or other parties involved, (iv) disclose in a clear and conspicuous fashion the settlement terms in any final official statement for an offering by the issuer for five years and (v) provide the SEC staff with a compliance certification regarding the applicable undertakings by the issuer in one year; and

**WHEREAS**, the Initiative cautions that if an issuer does not take advantage of the Initiative by submitting a Questionnaire identifying any possible materially inaccurate statement with respect to prior compliance with a continuing disclosure obligation and the Enforcement Division later determines that such a materially inaccurate statement was made, then the Enforcement Division will likely recommend and seek financial sanctions against the issuer; and

**WHEREAS**, in light of the foregoing, the District has requested its financial advisor to examine and review the District's Continuing Disclosure Obligation and previous continuing disclosure filings and to report to the District any noncompliance with its Continuing Disclosure Obligation; and

**WHEREAS**, the District has received such report, and such report has been reviewed with its bond counsel; and

**WHEREAS**, as a result of such review, it may be desirable for the District to take advantage of the Initiative by submitting one or more Questionnaires to the Enforcement Division identifying a statement with respect to prior compliance with its Continuing Disclosure Obligation that is potentially materially inaccurate; and

**WHEREAS**, after consultation with its financial advisor and bond counsel, the District is desirous of authorizing the submission of one or more Questionnaires to the Enforcement Division;

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE SACHEM CENTRAL SCHOOL DISTRICT, IN THE COUNTY OF SUFFOLK, NEW YORK, AS FOLLOWS:**

**Section 1. Authorization to Submit Questionnaire.** The President of the Board of Education, the Vice-President of the Board of Education, and Assistant Superintendent for Business are each hereby authorized to take advantage of the Initiative by executing and submitting on behalf of the District one or more Questionnaires to the Enforcement Division by the December 1, 2014, deadline established by the Initiative.

**Section 2. Various Incidental Actions.** The President of the Board of Education, the Vice-President of the Board of Education, and the Assistant Superintendent for Business are each hereby authorized to execute and deliver all documents and instruments and to do all matters and things as may be necessary, useful, convenient or desirable in connection with the foregoing.

**Section 3. Prior Action.** All action heretofore taken by the District relating to the foregoing is hereby ratified, confirmed, adopted and approved, including without limitation requesting the financial advisor to undertake the continuing disclosure review described in this resolution and seeking advice and assistance of bond counsel in respect thereto.

**Section 4. Effective Date.** This resolution shall take effect immediately.

**6.9. Approval of Payment to Given Associates**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approves the payment of \$2,100.00 to Given Associates for the appraisal of real property located at 950 Grundy Avenue, Holbrook NY.”

**6.10. Approval of Renewal with Global Compliance Network, Inc.**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approves the renewal of the software package of unlimited tutorials from Global Compliance Network, Inc. which provides online Human Resources, OSHA and Professional Development tutorials and any new tutorials developed during the license period for a complete 12 months (January 1, 2015 to December 31, 2015). The cost of this unlimited tutorials package is \$1,400 and will be paid through the General Fund.”

**6.11. Appointment of Position for the 2014-15 School Year**

RECOMMENDED ACTION: that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the appointment of the following personnel for positions as indicated for the 2014-15 school year":

Principal Aide

Laura Wasdo - Hiawatha

**6.12. Approval of Extracurricular Club/Activity for the 2014-15 School Year**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approves the following extracurricular club/activity for the 2014-15 school year”:

<u>School</u>	<u>Activity</u>	<u>Advisor</u>
East	Math Honor Society	William Carmon

**6.13. Approval of Resolution ACA for Ongoing Employees**

RECOMMENDED ACTION: "that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the resolution to define the parameters for the Patient Protection and Affordable Care Act for ongoing employees in order to establish eligibility for health insurance coverage".

**WHEREAS**, the Patient Protection and Affordable Care Act authorizes the Sachem Central School District to determine full-time status of ongoing employees in order to establish eligibility for health insurance coverage; and

**WHEREAS**, eligibility will be determined prior to the start of the health plan year each year; and

**WHEREAS**, the regulations under the Patient Protection and Affordable Care Act allow for look-back measurement periods to be used for ongoing employees to determine whether an employee is a full-time employee; and

**WHEREAS**, the Sachem Central School District desires to establish a look-back standard measurement period, administrative period and stability period for its ongoing employees; and

**WHEREAS**, the Sachem Central School District provides a health plan and is a participating municipality under the New York State Health Insurance Program (NYSHIP); and

**WHEREAS**, the Sachem Central School District’s health plan year is a calendar year which runs from January 1<sup>st</sup> to December 31<sup>st</sup>; and

**NOW THEREFORE, BE IT RESOLVED**, that the standard measurement period for ongoing employees shall be a period of 12 consecutive months to be measured from November 1<sup>st</sup> to October 31<sup>st</sup> the following year, beginning with November 1, 2014 and continuing each year thereafter; and

**BE IT FURTHER RESOLVED**, that the administrative period for ongoing employees shall be a period of 61 days to begin immediately after the standard measurement period on November 1<sup>st</sup> and continue until December 31<sup>st</sup>; and

**BE IT FURTHER RESOLVED**, that the stability period for ongoing employees, determined to have averaged at least 30 hours of service per week (130 hours of service per calendar month) during the standard measurement period, shall be a period of 12 consecutive calendar months to begin immediately after the administrative period on January 1<sup>st</sup> and continue until December 31<sup>st</sup>, beginning with January 1, 2016 and continuing each year thereafter; and

**BE IT FURTHER RESOLVED**, that the stability period for ongoing employees, determined not to have averaged 30 hours of service or more per week (130 hours of service or more per calendar month) during the standard measurement period, shall be a period of 12 consecutive calendar months to begin immediately after the administrative period on January 1<sup>st</sup> and continue until December 31<sup>st</sup>, beginning with January 1, 2016 and continuing each year thereafter; and

**BE IT FURTHER RESOLVED**, that notwithstanding the foregoing, the Sachem Central School District reserves the right to elect to provide insurance coverage to otherwise eligible employees who are not currently provided insurance coverage or to elect not to provide insurance coverage to otherwise eligible employees.

**6.14. Approval of Resolution ACA for New Variable Hour Employees**

RECOMMENDED ACTION: "that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the resolution to define the parameters of the Patient Protection and Affordable Care Act for new variable hour employees in order to establish eligibility for health insurance coverage".

WHEREAS, on December 13, 2013, the Sachem Central School District adopted the attached resolution establishing measurement periods for new variable hour employees; and

WHEREAS, the practice has been to begin the initial measurement period for new variable hour employees on the first day of the first calendar month following the employee's start date; and

WHEREAS, the term "new variable hour employee" includes new part-time employees and new seasonal employees; and

WHEREAS, an administrative period was not included in the resolution, however the School District intends to utilize an administrative period; and

WHEREAS, a full time employee under the Patient Protection and Affordable Care Act includes those employee who average at least 30 hours of service per week or 130 hours of service per calendar month; and

WHEREAS, reference to “proposed regulations” is no longer necessary as same have been subsequently finalized; and

WHEREAS, the Sachem Central School District reserves the right to elect to provide insurance coverage to otherwise eligible employees who are not currently provided insurance coverage or to elect not to provide insurance coverage to otherwise eligible employees; and

NOW THEREFORE, the attached resolution adopted December 18, 2013 is amended, effective December 18, 2013, in accordance with the foregoing, as follows:

WHEREAS, the Patient Protection and Affordable Care Act authorizes the Sachem Central School District to determine full-time status of new variable hour/new part-time/new seasonal employees in order to establish eligibility for health insurance coverage; and

WHEREAS, the regulations under the Patient Protection and Affordable Care Act allow for look-back measurement periods to be used for new variable hour/new part-time/new seasonal employees to determine whether an employee is a full-time employee; and

WHEREAS, the Sachem Central School District desires to establish a look-back initial measurement period, administrative period and stability period for its new variable hour/new part-time/new seasonal employees; and

WHEREAS, the Sachem Central School District provides a health plan and is a participating municipality under the New York State Health Insurance Program (NYSHIP); and

WHEREAS, the Sachem Central School District’s health plan year is a calendar year which runs from January 1<sup>st</sup> to December 31<sup>st</sup>; and

NOW THEREFORE, BE IT RESOLVED, that the initial measurement period for new variable hour/new part-time/new seasonal employees shall be a period of 12 consecutive months which shall begin the first day of the first calendar month following the employee’s start date; and

BE IT FURTHER RESOLVED, that the administrative period for new variable hour/new part-time/new seasonal employees shall be a period which shall begin at the end of the initial measurement period and shall continue through the end of the first full calendar month beginning on or after the end of the initial measurement period; and

BE IT FURTHER RESOLVED, that the stability period for new variable hour/new part-time/new seasonal employees, determined to have averaged at least 30 hours of service per week (130 hours of service a calendar month) during the initial measurement period, shall be a period of 12 consecutive calendar months to begin immediately after the administrative period; and

BE IT FURTHER RESOLVED, that the stability period for new variable hour/new part-time/new seasonal employees, determined not to have averaged 30 hours of service or more per week (130 hours of service or more per calendar month) during the initial measurement period, shall be a period of 12 consecutive calendar months to begin immediately after the administrative period; and

BE IT FURTHER RESOLVED, that notwithstanding the foregoing, the Sachem Central School District reserves the right to elect to provide insurance coverage to otherwise eligible employees who are not currently provided insurance coverage or to elect not to provide insurance coverage to otherwise eligible employees.

**6.15. Appointment of Individual Nurses for the 2014-15 School Year**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of the following Individual Nurses for the 2014-15 school year:”

Dodenhoff, Michele

**6.16. Approval of District Wide Lifeguards**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education approve the following personnel as District Wide Lifeguards for the 2014-15 school year as follows”:

Tutone, Christopher

**6.17. Approval of Athletic Trip**

RECOMMENDED ACTION: “that, upon the recommendations of the Superintendent of Schools, the Board of Education approves the following Athletic Trip.

The Sachem East Girls Winter Track Team will be attending the Rhode Island Classic Invitational on December 26-27, 2014. This invitational will be held at the Providence Career & Technical Academy in Providence, Rhode Island.

**6.18. Recommendations from the Committee on Special Education**

RECOMMENDED ACTION: “that, upon the recommendation of the Superintendent of Schools, the Board of Education accept the recommendation of the Committee on Special Education for the following meetings”:

12/4, 12/5, 12/9, 12/10, 12/11, 12/15, 12/16, 12/17

**VII. MONTHLY REPORTS****7.1. Damage & Loss Summary**

The summary report reflects damage and loss for the period ending November 2014.

**7.2. Determinations from the Committee on Preschool Special Education**

The determinations from the Committee on Preschool Special Education for the following dates are on file in the office of the District Clerk:

12/5, 12/8, 12/10, 12/16, 12/17

**7.3. Board of Education Sub Committees**

1. Sachem Legislative Committee
2. Sachem Citizens' Advisory Audit Committee
3. Sachem Budget Advisory Committee

**7.4. 2014-15 Updates to the Board**

1. Substance Abuse Initiative with County
2. Field Testing

**7.5. 2014-15 Board Goals***Goal #1 - Provide Safe and Secure Schools*

The Board is dedicated to maintaining a safe, secure and orderly environment where anti-bullying and character education programs will be utilized K-12 to promote positive peer relationships, and successful student learning environments.

*Goal #2 - Enhance Student Achievement, Quality of Instruction and Leadership Skills*

The Board is committed to implementing a curriculum which incorporates critical thinking, collaboration, creativity and civic responsibility. The curriculum is supported by a K-12 Curriculum Council of educators and administrators. Graduates will be college ready and be prepared for 21<sup>st</sup> century careers.

*Goal #3 - Improve Parent, Community and Staff Communication*

Continue to enhance communication through a variety of print media and technology resources in an effort to be environmentally responsible.

*Goal #4 - Improve Fiscal Responsibility and Accountability throughout the District*

Continue to focus on balancing the needs of students with taxpayer sensitivity.



*Goal #5 - Technology Integration*

Curriculum will require students to exhibit a range of functional and critical thinking skills related to information media and technology.

*Goal #6 - Committed to Providing the Staff With the Necessary Tools and Support to Provide the Students With the Highest Quality Education*

Creating an environment conducive to personal and career growth. Encouraging employees to reach their full potential and positively impact the sachem students. Encouraging and empowering employees to think outside of the box, make recommendations for improvement in order to help students reach new levels of success. Encouraging participation in district activities/events aimed at improved employee and student moral and increased community involvement. Making Sachem a great place to work, live and learn.

*Goal #7 - We Are Sachem*

The Board is dedicated to promoting one Sachem family and collaboration amongst our 18 schools. This will support consistent academic programs and activities.

**VIII. DISCUSSION**

A, Facilities

**IX. CLOSING****A. Visitors (Each visitor will be limited to 3 minutes)**

Upon the recommendation of Superintendent of Schools, the Board of Education may hear from members of the audience who wish to present any matters of importance.

**B. Board of Education Discussion of Future Agenda Items**

Any member of the Board of Education wishing to propose a future agenda item present a motion to the Board of Education for consideration.

**C. Next Meeting**

The next Work Session meeting of the Board of Education will be held on January 7, 2015 at 7:30 PM in the Board Room at Samoset Middle School.

**X. EXECUTIVE SESSION**

The Board of Education may choose to adjourn to executive session to discuss District matters.

**X. ADJOURN**