

EAST ROCKAWAY UNION FREE SCHOOL DISTRICT
East Rockaway, New York
Regular Meeting of the Board of Education
7:00 P.M., November 18, 2014 – East Rockaway Jr. /Sr. High School
Including Recognition of Patricia M. Hahn, Retiree;
a District Data Snapshot Presentation,
and a Public Forum

AGENDA

1. Call to Order and Pledge of Allegiance
2. Approval of Minutes, October 21, 2014
3. Acknowledge Receipt of Financial Reports
4. Correspondence – Two
5. Discussion/Review of District Wide Comprehensive Safety Plan

6. Action Agenda

A. Personnel

1. Upon the recommendation of the Superintendent, grant tenure to the following staff member on the effective date indicated and subject to satisfactory evaluation:

| <u>Staff Member</u> | <u>Position</u> | <u>Tenure Date</u> |
|---------------------|--------------------------|--------------------|
| Casey Meaney | Teaching Assistant | December 14, 2014 |

2. Upon the recommendation of the Superintendent, accept the following resignations:
 - a. Kimberly S. Peckham, food service worker, effective November 20, 2014
 - b. William C. Gies, maintainer, effective December 1, 2014
 - c. Gaetano Barone, monitor (breakfast program), effective November 21, 2014
3. Upon the recommendation of the Superintendent, amend Personnel Item No. 7 from the October 21, 2014, agenda and minutes to read:

Upon the recommendation of the Superintendent, approve the appointment of Marisa Solan to the position of short-term substitute teacher, effective October 22,

2014, through January 30, 2015, at the salary approved by the East Rockaway Board of Education on the Non-Contractual Salary Schedule for short-term substitute teachers for the 2014-2015 school year.

4. Upon the recommendation of the Superintendent, approve the appointment of James McGrady to the position of cleaner, effective November 19, 2014, at the Step A annual salary set forth in the East Rockaway Custodial Unit contract for cleaners for the 2014-2015 school year.
5. Upon the recommendation of the Superintendent, approve the following temporary assignments at the salary approved by the East Rockaway Board of Education on the Non-Contractual Salary Schedule for substitute workers for the 2014-2015 school year:
 - a. Theresa Hempstead, substitute teacher, effective November 19, 2014, through June 25, 2015
 - b. Sean Beckerman, substitute cleaner, effective November 19, 2014, through June 25, 2015
 - c. Juan Bosques, substitute cleaner, effective November 19, 2014, through June 25, 2015
 - d. Gaetano Barone, substitute monitor, effective November 24, 2014, through June 25, 2015
6. Upon the recommendation of the Superintendent, approve the continuation of the “emergency, conditional” personnel appointments for the following individuals pending receipt of notification of fingerprint clearance from the State of New York, Department of Education:
 - a. Sean Beckerman
 - b. Juan Bosques

B. Other Items

1. Approve the employment agreement with Denise Lobascio, Business Office Secretary/District Clerk for the 2014-2015 school year and authorize the Superintendent to execute the agreement on behalf of the East Rockaway Board of Education.
2. Approve the following additional members to serve on the professional development team pursuant to policy 9700, Staff Development: Marie Lyons and Gloria Spratt.
3. Approve the related services contract with William Kaplan, M.D., for psychiatric and forensic psychiatric evaluations/services for the 2014-2015 school year and authorize the President of the Board of Education to execute the contract on behalf of the Board of

Education.

4. Approve the addendum to the consultant services contract dated July 1, 2014, with Positive Behavioral Support Consulting and Psychological Resources P.C. for transition consultant services during the 2014-2015 school year and authorize the President of the Board of Education to execute the addendum on behalf of the Board of Education.
5. Approve the Special Education Services Contract with Hewlett Woodmere UFSD for special education services for one parentally placed student for the 2014 – 2015 school year and authorize the President of the Board of Education to execute the contract on behalf of the East Rockaway Board of Education.
6. Accept a donation from the Target Take Charge of Education Program for East Rockaway Jr/Sr High School in the amount of \$131.69.
7. Accept the sum of \$51.48 received from Follett Textbook/Workbook Buy Back Program for books previously approved for disposition on Textbook Removal Form dated September 10, 2014.
8. Approve the award of the emergency bid for transportation services to Acme Bus Corp. for two (2) displaced students living in Flushing to East Rockaway High School and Rhame Avenue School and authorize the Assistant Superintendent for Finance and Operations to execute the resulting contract on behalf of the East Rockaway Board of Education.
9. Approve the award of the bid for transportation services to First Student Inc. for two (2) displaced students living in Flushing to East Rockaway Jr/Sr High School and Rhame Avenue School and authorize the Assistant Superintendent for Finance and Operations to execute the resulting contract on behalf of the East Rockaway Board of Education.
10. Approve the following resolution for the establishment of the measurement periods for the implementation of the Patient Protection and Affordable Care Act for on-going and variable hour employees.

Whereas, the Patient Protection and Affordable Care Act requires the East Rockaway Union Free School District to determine full-time status of ongoing employees in order to establish eligibility for health insurance coverage; and

Whereas, eligibility must be determined prior to the start of the health plan year in 2015; and

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

Whereas, the East Rockaway Union Free School District desires to establish a look-back Standard Measurement Period, Administrative Period and Stability Period for its ongoing and variable hour employees; and

Whereas, the East Rockaway Union Free School District provides a health plan and is a participating municipality under the New York State Health Insurance Program (NYSHIP).

Whereas, the East Rockaway Union Free School District's health plan year is a calendar year which runs from January 1 through December 31; and

NOW THEREFORE, BE IT RESOLVED, that the Standard Measurement Period for ongoing and variable hour employees shall be a period of 12 months to be measured from November 1, 2013, to October 31, 2014 ; and

BE IT FURTHER RESOLVED, that the Administrative Period for ongoing and variable hour employees shall be a period of 60 days to be measured from November 1, 2014, to December 31, 2014; and

BE IT FURTHER RESOLVED, that the Stability Period for ongoing and variable hour employees, determined to have averaged at least 130 hours of service per month during the Standard Measurement period, shall be a period of 12 months to begin immediately after the Administrative Period on January 1, 2015, and to continue until December 31, 2015.

11. Approve the following resolution for Affordability Safe Harbors under the Patient Protection and Affordable Care Act for On-going and Variable Hour Employees

WHEREAS, in 2010, the Affordable Care Act ("ACA") added a new Section 4980H to the Federal Internal Revenue Code ("IRC") requiring employers with at least 50 full-time employees and/or full-time equivalent employees ("FTEs") to either pay a penalty or offer affordable health care coverage that provides minimum essential coverage and minimum value;

WHEREAS, the enforcement of Section 4980H has been delayed until January 1, 2015;

WHEREAS, to determine whether health care coverage is affordable for purposes of determining liability under Section 4980H, employers may adopt any of the following safe harbors: (1) "Form W-2" wages; (b) "Rate of Pay"; and/or (c) "Design Based" or "Federal Poverty Level."

WHEREAS, in order to apply the affordability safe harbor options, the employer must designate which safe harbor option(s) will be used;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education ("Board") of the East Rockaway Union Free School District ("District"), upon the recommendations of the Superintendent of Schools, hereby designates the following affordability safe harbor option(s) for the following category(ies) of District employees:

Employee Category: On-Going and Variable Hour Employees
Form: W-2 Safe Harbor

BE IT FURTHER RESOLVED, that the Board authorizes and directs the Superintendent of Schools to take any and all necessary steps to implement the affordability safe-harbor option(s) and apply the safe harbor(s) in accordance with all applicable laws, District policies and relevant employment agreements.

- C. Budget Transfers - None
- D. Approval of CSE Recommendations
- E. Approval of CPSE Recommendations
- 6. Policy Matters:
 - A. For Adoption
 - 1. 4321, Programs for Students with Disabilities under the IDEA and New York's Education Law Article 89
 - B. For Review - None
- 7. Good and Welfare
 - a. Congratulations to Maria Treglia on the birth of her grandson, Thomas Arthur, born on October 21, 2014.

- b. Congratulations to Randi Kilcommons on the marriage of her daughter, Jessica, to George Russo on November 7, 2014
- c. Condolences to Valerie Buscema on the passing of her grandfather, Concetto Buscema on October 22, 2014

8. Superintendent's Report

9. Privilege of the Floor

10. Board Member Comments

11. Adjournment