

MEETING NO. 7  
CLARENCE CENTRAL SCHOOL DISTRICT

NOVEMBER 14, 2023

A regular Board of Education meeting was held on Tuesday evening, November 14, 2023. Mrs. Tricia Andrews, Board Trustee, called the meeting to order at 6:09 p.m.

<u>SCHOOL BOARD MEMBERS:</u>	<u>ABSENT</u>	<u>LATE ARRIVAL</u>
James Boglioli, President	X	
Michael Fuchs, Vice President	X	
Tricia Andrews		
Kym Cannizzaro		
Cindy Magera		
Dennis Priore	X	
Dawn Snyder		

OTHERS:

Matthew Frahm, Superintendent  
Patricia Grupka, Assistant Superintendent for Finance & Operations  
Robert Michel, Assistant Superintendent for Human Resources  
Louis Mancuso, Student Board Member

84. At 6:10 p.m., it was moved by Mrs. Magera and seconded by Mrs. Snyder that the meeting adjourn and move to Executive Session to discuss collective bargaining negotiations and a personnel matter.

Executive  
Session

CARRIED – All Members Present Voted YES

85. The Board meeting returned to Open Session at 6:32 p.m.

Open Session

86. It was moved by Mrs. Snyder and seconded by Mrs. Cannizzaro that the Board approve the meeting agenda for November 14, 2023.

Approval of  
November 14,  
2023 agenda

CARRIED – All Members Present Voted YES

87. It was moved by Mrs. Magera and seconded by Mrs. Cannizzaro that the Board approve the Meeting Minutes of October 30, 2023 as submitted and recommended.

Approval of  
October 30,  
2023 Meeting  
Minutes

CARRIED – All Members Present Voted YES

88. The Board had no correspondence.

Informational

89. The Board Reports included the following:

Informational

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Kym Cannizzaro reported on the Policy Committee Meeting that took place on November 1, 2023. Dawn Snyder reported on the Facilities Committee Meeting that took place on November 14, 2023. Dawn Snyder reported on updates with CSEF. Cindy Magera had a PTO Ledgeview update.

90. The Superintendent's Report had presentations regarding:

CSEF Fall Grant Recipients from Chris Brophy;  
Clarence Middle School Update from Ashley Dreibelbis and  
Matt Lauer; and Student Body Update from Louis Mancuso

Informational

91. It was moved by Mrs. Magera and seconded by Mrs. Cannizzaro that the Board approve the August and September Financials; Schedule of Bills and Check Warrant Report; Extraclassroom Activity; Scholarship Award; and Drivers Education Contract as submitted and recommended.

Approval of the  
Financials; Schedule  
of Bills & Check  
Warrant Report;  
Extraclassroom  
Activity;  
Scholarship Award;  
Drivers Ed Contract

CARRIED – All Members Present Voted YES

92. It was moved by Mrs. Cannizzaro and seconded by Mrs. Snyder that the Board approve the following Instructional Staff Personnel Changes as submitted and recommended:

Instructional  
Staff Changes

REQUESTS FOR LEAVE OF ABSENCE

Approval of the following requests for unpaid leave of absence:

Abigail Coleman, Ledgeview Grade 1 teacher, requests an extension of her child care leave of absence from her teaching position effective January 29, 2024 through June 30, 2024.

Catherine Shaughnessy, CHS Health teacher, requests a child care leave of absence from her teaching position effective September 1, 2023 through January 28, 2024.

Jessica Stachewicz, Ledgeview School Psychologist, requests a child care leave of absence from her teaching position effective September 1, 2023 through June 30, 2024.

AMEND PREVIOUS BOARD ACTIONS

Acceptance of the following instructional Board Action Amendments:

SALARY ADJUSTMENT

Christina Tomassi was approved on the October 16, 2023 Board Agenda

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for her fall salary adjustment. She went from M+6, Step 4 to M+12, Step 4. Her salary adjustment should be amended to M+6, Step 4 to M+24, Step 4.

EXTRACURRICULAR

CHS

ACTIVITY ADVISORS

<u>Position</u>	<u>Name</u>	<u>Level</u>	<u>Step</u>	<u>Stipend</u>
Community Service	Brooke Murdoch	VII	2	\$2,955

<u>Position</u>	<u>Name</u>	<u>Level</u>	<u>Step</u>	<u>Stipend</u>
Civic Readiness	Richard Brooks	I	2	\$6,957

CHS

SPORTS

<u>Position</u>	<u>Name</u>	<u>Level</u>	<u>Step</u>	<u>Stipend</u>
Volleyball, Assistant Varsity Coach	Chris Fabrizi	V	1	\$1,348.73

TENURE PERIOD ADJUSTMENTS

Nicole Adams, Harris Hill Grade 5 teacher, was approved on the June 13, 2022 Board Agenda with a probationary period of September 1, 2022 – August 31, 2026. Ms. Adam's probationary period should be amended to September 1, 2022 – August 31, 2025.

Natalie Berrafato, Harris Hill Special Education teacher, was approved on the July 11, 2022 Board Agenda with a probationary period of September 1, 2022 – August 31, 2026. Ms. Berrafato's probationary period should be amended to September 1, 2022 – March 31, 2026.

Julia DiNoto, Ledgeview Kindergarten teacher, was approved on the June 13, 2022 Board Agenda with a probationary period of September 1, 2022 – August 31, 2026. Ms. DiNoto's probationary period should be amended to September 1, 2022 – August 31, 2025.

Kamrie Gademske, Ledgeview Speech teacher, was approved on the December 2, 2022 Board Agenda with a probationary period of December 13, 2022 – December 12, 2026. Ms. Gademske's probationary period should be amended to December 13, 2022 – December 12, 2025.

Lindsay Goulette, Sheridan Hill Grade 1 teacher, was approved on the June 13, 2022 Board Agenda with a probationary period of September 1, 2022 – August 31, 2026. Ms. Goulette's probationary period should be

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amended to September 1, 2022 – August 31, 2025.

Jacob Huber, Harris Hill Grade 4 teacher, was approved on the June 13, 2022 Board Agenda with a probationary period of September 1, 2022 – August 31, 2026. Mr. Huber's probationary period should be amended to September 1, 2022 – March 31, 2026.

Sara Kreher, Sheridan Hill speech teacher, was approved on the August 24, 2021 Board Agenda with a probationary period of September 1, 2021 – August 31, 2025. Ms. Kreher's probationary period should be amended to September 1, 2021 – March 31, 2025.

Marissa Marfurt, Sheridan Hill Grade 4 teacher, was approved on the June 13, 2022 Board Agenda with a probationary period of September 1, 2022 – August 31, 2026. Ms. Marfurt's probationary period should be amended to September 1, 2022 – August 31, 2025.

Sarah McMahan, Harris Hill Grade 2 teacher, was approved on the June 12, 2023 Board Agenda with a probationary period of September 1, 2023 – August 31, 2026. Ms. McMahan's probationary period should be amended to September 1, 2023 – August 31, 2025.

Rebecca Peters, Sheridan Hill Grade 4 teacher, was approved on the August 24, 2021 Board Agenda with a probationary period of September 1, 2021 – August 31, 2024. Ms. Peter's probationary period should be amended to September 1, 2021 – March 31, 2024.

Kacey Quinn, Ledgerview Grade 2 teacher, was approved on the June 12, 2023 Board Agenda with a probationary period of September 1, 2023 – August 31, 2027. Ms. Quinn's probationary period should be amended to September 1, 2023 – August 31, 2026.

Breann Zabawa, Harris Hill Grade 4 teacher, was approved on the June 12, 2023 Board Agenda with a probationary period of September 1, 2023 – August 31, 2027. Ms. Zabawa's probationary period should be amended to September 1, 2023 – August 31, 2026.

#### APPOINTMENTS

Approval of the following instructional appointments:

NAME:	Erika Caggiano
TYPE:	Regular Substitute
SUBJECT AREA:	Guidance Counselor
BEGINNING DATE:	September 1, 2023
ENDING DATE:	June 30, 2024 or earlier at the

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CERTIFICATION STATUS: discretion of the Board of Education  
Holds Provisional Certification as a  
Guidance Counselor  
ANNUAL SALARY: \$43,030 MA Step 1

ASSIGNMENT: Ms. Caggiano earned a bachelor's degree in Education from SUNY Fredonia and a master's degree in School Counseling from the University at Buffalo. Ms. Caggiano replaces Jessica Stachewicz, Ledgeview Psychologist, who is on leave.

NAME: Robert Lewandowski  
TYPE: Probationary  
POSITION: Occupational Therapist  
EFFECTIVE DATE: November 27, 2023  
PROBATIONARY PERIOD: November 27, 2023 through May 27, 2024  
CERTIFICATION STATUS: Holds NYS License as an  
Occupational Therapist  
ANNUAL SALARY: \$53,890 prorated BA+10 Step 1

ASSIGNMENT: Mr. Lewandowski earned a bachelor's degree in Health Sciences from Lock Haven University and a master's degree in Occupational Therapy from Duquesne University. He has practiced in multiple schools in different states since 2001. This is a new position.

NAME: Connor Reinlander  
TYPE: Regular Substitute  
SUBJECT AREA: Health  
BEGINNING DATE: September 1, 2023  
ENDING DATE: June 30, 2024 or earlier at the  
discretion of the Board of Education  
CERTIFICATION STATUS: Holds Initial Certification in  
Physical Education and Health  
Education  
ANNUAL SALARY: \$40,430 BA Step 1

ASSIGNMENT: Mr. Reinlander earned a bachelor's degree in Physical Education from Canisius College. Mr. Reinlander replaces Catherine Shaughnessy, HS Health teacher, who is on leave.

NAME: David Wisnoski  
TYPE: Regular Substitute  
SUBJECT AREA: Elementary  
BEGINNING DATE: November 17, 2023  
ENDING DATE: June 30, 2024 or earlier at the  
discretion of the Board of Education

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CERTIFICATION STATUS: Holds Permanent Certification in  
Pre Kindergarten, Kindergarten and  
Grades 1-6

ANNUAL SALARY: \$44,455 prorated MA Step 3

ASSIGNMENT: Mr. Wisnoski earned a bachelor's degree in Business Administration and a master's degree in Elementary Education, both from the University at Buffalo. Mr. Wisnoski has served the District in multiple long-term positions and as a teacher aide. He replaces Alexandra Lauricella, CMS Grade 6 teacher, who is on leave.

2023-24 MENTORS

The following individuals will provide mentor services for the 2023-24 school year: Each mentor will receive a stipend of \$2,200 for working with one individual or \$2,900 for working with two or more individuals:

RECOMMENDED MENTOR	STIPEND	INTERN	BUILDING
Susan Bouchane	\$1,760	Erika Caggiano (11/1/23 – 6/30/24)	Ledgeview
Suzanne Covington	\$880	Theresa Cholnik (10/2/23 – 1/26/24)	High School

PRESENTATION COMPENSATION

The following individual is recommended as a presenter for the following Professional Development Workshops for Clarence Teachers. Compensation will be at a rate of \$40/hour per session:

Teacher(s)	Presentation Title	Presentation Hours	Sessions Offered
FRANKOWSKI, MARIA	The Tidy Teacher: A Guide to Organizing Your Desk	8	1

NOTIFICATION OF TENURE APPOINTMENT

Informational Only: It is recommended that the Board of Education review the tenure recommendation for the following probationary teacher. No action to be taken until the December 11, 2023 meeting.

NAME	TENURE AREA	TENURE DATE
	TEACHER	
Jennifer Casper	Special Education	12/19/23

TENURE APPOINTMENT

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It is recommended that the Board of Education approve the tenure appointment of the following eligible probationary teacher:

NAME	TENURE AREA	TENURE DATE
	TEACHER	
Colleen Siskar	Art	11/28/23

SUBSTITUTE TEACHER LIST

Approval of the substitute teacher additions:

Additions:

Daniel Daddario (Not Certified 90-day limit)  
Katie Gawronski (Not Certified 90-day limit)  
Samantha Gibson (Social Studies 7-12)  
James Klenk (Not Certified 90-day limit)  
Madison Stercula (Childhood Education 1-6)  
Kristine Zalen (Not Certified 90-day limit)

CARRIED – All Members Present Voted YES

93. It was moved by Mrs. Snyder and seconded by Mrs. Magera that the Board approved the following Non-Instructional Staff Personnel Changes as submitted and recommended:

Non-  
Instructional  
Staff Changes

RESIGNATIONS

Acceptance of the following non-instructional resignations:

Nicole Blasko, registered nurse, resigns effective October 13, 2023.

Carolyn Wagner, teacher aide, resigns effective November 17, 2023.

Kenneth Zamrok, custodian, resigns for retirement purposes effective January 29, 2024. Mr. Zamrok began as a cleaner in 1999 before being promoted to a custodian in 2020. His co-workers always speak highly of him and shared that he will be missed. Ken retires after 24 years of service to the District.

CHANGES IN STATUS

Approval of the following non-instructional changes in status:

Stacey Anthony, bus driver, decreases her hours from 7.5 hours/day to 7 hours/day based on driving needs.

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Deanna Borden, bus attendant, decreases her hours from 7 hours/day to 5.1 hours/day based on driving needs.

Kenneth Burke, bus driver, decreases his hours from 6.5 hours/day to 6.3 hours/day based on driving needs.

Dana Craven, bus driver, decreases her hours from 7 hours/day to 6.9 hours/day based on driving needs.

Christen Cress, bus driver, decreases his hours from 6.5 hours/day to 6.4 hours/day based on driving needs.

Patricia Dudley, bus driver, increases her hours from 7.7 hours/day to 8 hours/day based on driving needs.

Phillip Dukarm, bus driver, decreases his hours from 5.9 hours/day to 5.8 hours/day based on driving needs.

Stephanie Empson, bus attendant, decreases her hours from 5.8 hours/day to 5.4 hours/day based on driving needs.

James Francisco, bus driver, decreases his hours from 5.5 hours/day to 5.2 hours/day based on driving needs.

Robert Guida, bus driver, decreases his hours from 6.5 hours/day to 6 hours/day based on driving needs.

Elizabeth Haist-Sindo, bus driver, increases her hours from 7 hours/day to 7.5 hours/day based on driving needs.

Jack Hileman, bus driver, decreases his hours from 7 hours/day to 6.4 hours/day based on driving needs.

Karen Hoerner, bus driver, decreases her hours from 7.6 hours/day to 7.4 hours/day based on driving needs.

Heather Leggett, bus driver, decreases her hours from 6.8 hours/day to 5.2 hours/day based on driving needs.

David Leising, bus driver, decreases his hours from 6.2 hours/day to 5.1 hours/day based on driving needs.

Frederic Lohrey, bus driver, increases his hours from 5.8 hours/day to 6.6 hours/day based on driving needs.

Barbara Noon, bus attendant, decreases her hours from 6.3 hours/day to



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5.8 hours/day based on driving needs.

Earl Schwartz, bus attendant, decreases his hours from 6 hours/day to 5.9 hours/day based on driving needs.

James Scott, bus driver, decreases his hours from 5.8 hours/day to 5.5 hours/day based on driving needs.

Hanh Sees, bus attendant, decreases her hours from 5.6 hours/day to 4.9 hours/day based on driving needs.

Williams Sees, bus attendant, decreases his hours from 5.8 hours/day to 4.8 hours/day based on driving needs.

Louise Smith, bus driver, decreases her hours from 6.2 hours/day to 6.1 hours/day based on driving needs.

Woojoo Song, bus driver, decreases his hours from 6.5 hours/day to 6.2 hours/day based on driving needs.

Michael Spiegel, bus driver, decreases his hours from 6.4 hours/day to 6.2 hours/day based on driving needs.

Kathy Stutzman, bus attendant increases her hours from 7.9 hours/day to 8 hours/day based on driving needs.

Eleanor Tepas, bus driver, increases her hours from 6 hours/day to 6.2 hours/day based on driving needs.

Fernando Venditti, bus driver, increases his hours from 6 hours/day to 6.2 hours/day based on driving needs.

John Auriemma, bus driver, increases his hours from 5.4 hours/day to 6 hours/day based on driving needs.

PRIOR APPOINTMENTS APPROVED BY SUPERINTENDENT

Approval of the following non-instructional appointments made prior to the November BOE meeting which have been approved by the Superintendent, Dr. Frahm:

Name:	Kathryn Annunziato
Assignment:	Teacher Aide (Probationary) – Harris Hill
Effective:	October 27, 2023
Salary:	\$15.50/hour 6.25 hours/day

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Additional Information: Ms. Annunziato has been a substitute aide since September 2023. This is a new position.

Name: Joseph Lombardi  
Assignment: Teacher Aide  
(Probationary) – Clarence Center  
Effective: October 31, 2023  
Salary: \$15.50/hour 6.5 hours/day  
Additional Information: Mr. Lombardi comes to the District with experience in the private sector. This is a new position.

Unified Club – High School

The following aides will assist with the Unified Club one hour per month effective November 1, 2023 – June 30, 2024.

Brianna Dahn  
Maria Dahn  
Susan Dahn  
Jacob Fazzolari  
Laura Miller  
Stephanie Wahl-Silver

APPOINTMENTS

Approval of the following non-instructional appointments:

Name: Andre Biddlecom  
Assignment: School Monitor-Pool (Temporary)  
– Clarence High School  
Effective: November 15, 2023 – June 30, 2024  
Salary: \$14.20/hour hours as needed  
Additional Information: Mr. Biddlecom will serve as a “Second Set of Eyes” during the boys’ varsity and boys’/girls’ modified swimming seasons. This is an annual appointment.

Name: Alexis Cox  
Assignment: Clerk Typist (Permanent)  
– Clarence High School  
Effective: November 15, 2023  
Salary: \$17.87/hour 8 hours/day  
Additional Information: Ms. Cox has served as a provisional clerk typist since October 2022 awaiting a civil service exam for this position. We now have

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the civil service list showing Ms. Cox is eligible for this position. This appointment will change her status from provisional to permanent as her 26-week probationary period was served while awaiting the exam and it's results per the changes to Civil Service Law, Section 63.

Name: Sara Galluch  
Assignment: Principal Clerk Typist (Probationary)  
– District Office  
Effective: November 15, 2023  
Salary: \$20.50/hour 30 hours/week  
Additional Information: Ms. Galluch has served as a provisional principal clerk typist since July 2023 awaiting a civil service exam for this position. We now have the civil service list showing Ms. Galluch is eligible for this position. This appointment will change her status from provisional to probationary.

Name: Mason Garcia  
Assignment: Cleaner (Probationary)  
– Buildings and Grounds  
Effective: November 15, 2023  
Salary: \$15.25/hour, plus \$.55/hour shift differential  
8 hours/day  
Additional Information: Mr. Garcia comes to the District with experience in the private sector. He replaces Christopher Codd, who resigned.

Name: Ella Harrison  
Assignment: School Monitor-Pool (Temporary)  
– Clarence High School  
Effective: November 15, 2023 – June 30, 2024  
Salary: \$14.20/hour hours as needed  
Additional Information: Ms. Harrison will serve as a “Second Set of Eyes” during the boys’ varsity and boys’/girls’ modified swimming seasons. This is an annual appointment.

Name: Gretta Hauer  
Assignment: School Monitor-Pool (Temporary)  
– Clarence High School  
Effective: November 15, 2023 – June 30, 2024  
Salary: \$14.20/hour hours as needed

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Additional Information:	Ms. Hauer will serve as a “Second Set of Eyes” during the boys’ varsity and boys’/girls’ modified swimming seasons. This is an annual appointment.
Name:	Courtney Hayes
Assignment:	Teacher Aide (Probationary) – Clarence Middle School
Effective:	November 15, 2023
Salary:	\$15.50/hour 6.75 hours/day
Additional Information:	Ms. Hayes comes to the District with experience in the private sector. She replaces Heather Lagowski, who resigned.
Name:	Madeline Heckman
Assignment:	School Monitor-Pool (Temporary) – Clarence High School
Effective:	November 15, 2023 – June 30, 2024
Salary:	\$14.20/hour hours as needed
Additional Information:	Ms. Heckman will serve as a “Second Set of Eyes” during the boys’ varsity and boys’/girls’ modified swimming seasons. This is an annual appointment.
Name:	Matthew Kendzierski
Assignment:	School Monitor-Pool (Temporary) – Clarence High School
Effective:	November 15, 2023 – June 30, 2024
Salary:	\$14.20/hour hours as needed
Additional Information:	Mr. Kendzierski will serve as a “Second Set of Eyes” during the boys’ varsity and boys’/girls’ modified swimming seasons. This is an annual appointment.
Name:	Jackson Korn
Assignment:	School Monitor-Pool (Temporary) – Clarence High School
Effective:	November 15, 2023 – June 30, 2024
Salary:	\$14.20/hour hours as needed
Additional Information:	Mr. Korn will serve as a “Second Set of Eyes” during the boys’ varsity and boys’/girls’ modified swimming seasons. This is an annual appointment.
Name:	Julie Tschari
Assignment:	Clerk Typist (Permanent)

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Effective:	– Clarence High School November 15, 2023
Salary:	\$20.72/hour 8 hours/day
Additional Information:	Ms. Tschari has served as a provisional clerk typist since January 2022 awaiting a civil service exam for this position. We now have the civil service list showing Ms. Tschari is eligible for this position. This appointment will change her status from provisional to permanent as her 26-week probationary period was served while awaiting the exam and it's results per the changes to Civil Service Law, Section 63.

## SUBSTITUTES

Approval of non-instructional additions/removals:

### Teacher Aide/Monitor

*Add:*

Maria Mohoney

CARRIED – All Members Present Voted YES

94. It was moved by Mrs. Cannizzaro and seconded by Mrs. Magera that the Board approve the Committee on Special Education recommendations as submitted for the meetings of November 1, and 8, 2023. The Board also approved the Committee on Preschool Special Education recommendations as submitted for the meetings of November 1, and 8, 2023.

Committee on  
Special  
Education  
(CSE),  
Committee on  
Preschool Special  
Education  
(CPSE)

CARRIED – All Members Present Voted YES

95. It was moved by Mrs. Magera and seconded by Mrs. Cannizzaro that the Board adopt the Annual Board of Education Goals for the 2023-2024 school year as submitted and recommended.

### Annual Goals

The Board also held a discussion for the first read of the following policies:

## Policy Update—Policy 3420: Non-Discrimination and Anti-Harassment in the District

## Policy Update—Policy 5140: Administration of the Budget

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96. The Board received the following Schedule of Meetings for the months of November and December 2023. The next regular Board Meeting will be held on December 11, 2023 in the Clarence Middle School Auditorium at 6:00pm.	Schedule of Meetings
November 13, 2023	Building Tour of Middle School, 9AM
November 14, 2023	Facilities Committee Meeting CHS Library, 4:30PM
November 14, 2023	BOE Regular Meeting CHS Lecture Hall, 6PM
December 11, 2023	Building Tour of Clarence Center, 8AM  BOE Regular Meeting CMS Auditorium, 6PM
December 13, 2023	Finance and Audit Committee Meeting CHS Library, 4PM
January 8, 2024	Building Tour of Harris Hill Elementary School  BOE Regular Meeting CMS Auditorium, 6PM
97. The Board received the following Schedule of Events for the months of November and December 2023.	Upcoming Events
<u>PLEASE CHECK THE CCSD DISTRICT WEBSITE FOR MORE DETAILED INFORMATION</u>	
November 14	BOE Meeting, CHS Lecture Hall, 6PM CHS PTO Meeting, Library, 7PM
November 16 – 18	CHS Fall Play “The Curious Incident of the Dog in the Night-Time”
November 16	CMS School Picture Retakes
November 17	Half Day Staff Development K-5 HH Spirit Day HH Bingo Night
November 21	End of Trimester 1 (Elementary)
November 22-24	Thanksgiving Recess / No School
November 29	CHS School Picture Retakes

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November 30	Grade 8 Open House at CHS	
December 4	CMS Band Concert, 7PM	
December 5	HH PTO Meeting SH PTO Meeting at Family Support Center, 6:30PM CHS Holiday Art Auction Front Foyer 8AM-8PM CHS Winter Choral Concert, 7PM	
December 6	CHS Holiday Art Auction Front Foyer, 8AM – 3PM Grade K-5 Report Cards Home SH PTO Book Fair Breakfast, 7AM	
December 7	Elementary & CMS Parent Conferences / No School Pearl Harbor Remembrance Day	
December 8	Elementary Parent Conferences / Half Day K-5 Bodhi Day Hanukkah thru 12/15	
98.	At 7:45 pm, it was moved by Mrs. Snyder and seconded by Mrs. Magera that the meeting re-adjoin to Executive Session.	Adjournment to Executive Session
	CARRIED – All Members Present Voted YES	
	<hr/> Megan Sutton, Clerk of the Board	

**EXECUTIVE SESSION**

**FOR**

**MEETING NO. 7**

**The topics discussed at this Executive Sessions were as follows:**

**For the purpose to discuss collective bargaining negotiations and personnel matter**