

GENERAL BROWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION  
17643 Cemetery Road - P.O. Box 500 - Dexter, New York 13634

REGULAR MEETING  
November 9, 2020 – 5:30 p.m.  
JSBS Auditorium / WebEx

Preliminary  
AGENDA

**REGULAR MEETING – 5:30 P.M.**

Call to Order – Pledge of Allegiance

**A. APPROVAL OF AGENDA**

**B. PRESENTATIONS** – 2020 Annual Fire Inspection Report (virtual) – Mr. John Warneck, NCE Environmental Consultants

**C. PUBLIC COMMENT REQUESTS**

**D. CONSENT AGENDA**

1. Approval of Minutes as listed:
  - October 5, 2020 – Regular Meeting
2. Approval of Building and Grounds Requests – none
3. Approval of Conferences and Workshops
  - Tricia Nortz – The 4<sup>th</sup> Annual Reading League Conference (virtual) – October 27, 2020
  - Barbara J. Case – JLSBA Workshop (virtual) - *Opening of School 2020: Successes, Challenges, & Experiences* – October 28, 2020
  - Lisa K. Smith – JLSBA Workshop (virtual) - *Opening of School 2020: Successes, Challenges, & Experiences* – October 28, 2020
  - Kelly Milkowich – JLSBA Workshop (virtual) - *Opening of School 2020: Successes, Challenges, & Experiences* – October 28, 2020
  - Natalie Hurley – JLSBA Workshop (virtual) - *Opening of School 2020: Successes, Challenges, & Experiences* – October 28, 2020
  - Barbara J. Case – Women’s Initiative Fall 2020 Series (virtual) – November 5 & 17, 2020 and December 1 & 10, 2020
  - Lisa K. Smith – Women’s Initiative Fall 2020 Series (virtual) – November 5 & 17, 2020 and December 1 & 10, 2020
  - Barbara J. Case - MASLA Title IX Training & Roundtable (virtual) – November 16, 2020
  - Laurie Nohle – MASLA Title IX Training & Roundtable (virtual) – November 16, 2020
  - Gary Grimm - MASLA Title IX Training & Roundtable (virtual) – November 16, 2020
  - David Ramie - MASLA Title IX Training & Roundtable (virtual) – November 16, 2020
  - Barbara J. Case – ASBO 2020 School Business Management Workshop (virtual) – November 18-20, 2020
  - Lisa K. Smith - ASBO 2020 School Business Management Workshop (virtual) – November 18-20, 2020
  - Barbara J. Case – All In! Including Students with Down Syndrome in PK-12 Schools (virtual) – November 19, 2020
  - Lisa K. Smith – All In! Including Students with Down Syndrome in PK-12 Schools (virtual) – November 19, 2020
  - Barbara J. Case – Ferrara Fiorenza Legal Update: Looking Forward to a Post-COVID 19 School Environment (virtual) – December 8, 2020
  - Barbara J. Case – Syracuse University Study Council 2020-2021: Supporting & Supervising Instruction During Remote Learning (virtual) – January 27, 2021
4. Approval of Conferences and Workshops as per *My Learning Plan* report
5. Approval of Financial Reports / Warrants – September 2020

**E. REGULAR AGENDA**

**Other Discussion and Action Items:**

**Board Member Reports / Staff Member Reports and Presentations**

1. Comments / Information and updates from Board Members
2. Staff Member Reports
3. Staff Member Presentations – none

**Items for Board Information / Discussion**

4. Board Information –

**Items for Board Discussion / Action**

- 5. Board Discussion / Action – Approval is requested for the adoption of the **Long Range Financial Plan and Fund Balance Management for 2020-2021**.
- 6. Board Action – Approval of the **2020 Annual Fire Inspection Report** as presented by Mr. John Warneck of NCE Environmental Consultants.
- 7. Board Action – Approval for a **donation of art supplies for Mrs. Vodicka’s classroom from DonersChoose.org** a nonprofit organization that helps public school teachers obtain resources for their classrooms.
- 8. Board Action – Approval for a **donation of 150 youth face masks from Fidelis Care, Gouverneur, NY**
- 9. Board Action – Approval is requested for the **2020-2021 Substitute Instructional and Non-Instructional Personnel Item #11-D**, as continued from the Organizational meeting held July 1, 2020:
  - Jeffrey Reynolds – Substitute Teacher
- 10. Board Action – Approval of **Final School Tax Collector Report and Warrant**
- 11. Board Action - Approval of **Committee on Special Education Reports**

**F. ITEMS FOR BOARD ACTION – PERSONNEL**

- 12. Board Action – Approval of title change for Donna Keefer from Tax Collector/Aide to Tax Collector/Typist, effective November 10, 2020 with no change to salary.
- 13. Board Action – Approval of stipend payment in the amount of \$250/week for Missie Nabinger for the remainder of the school year for additional duties associated with the Director of Student Services position.
- 14. Board Action – Retirements:

Name	Position	Effective Date
Renee Stano	Teacher Aide	11/09/2020

- 15. Board Action – Resignations: none

- 16. Board Action – Appointments:

Name	Position	Salary or Rate of Pay	Probationary or Tenure Track Appt. (if applicable)	Effective Date
Kraig Weaver	Substitute Teacher / Substitute Aide	\$90 per day / \$12.20 per hour	n/a	11/10/2020
Cheyenne N. Hutchinson	Substitute Teacher / Substitute Aide	\$95 per day / \$12.50 per hour	n/a	11/10/2020
Brittany N. Koelmel	Substitute Teacher	\$95 per day	n/a	11/10/2020

**G. ITEMS FOR BOARD ACTION - FINAL FINGERPRINT CLEARANCE –**

- 17. FINAL Fingerprint Clearance - Upon the recommendation of the Superintendent of Schools – WHEREAS, on behalf of the General Brown Central School District, two sets of the following prospective employees’ fingerprints for employment have been submitted to NYSED, along with the signed Consent Form, and a request for conditional clearance. The following employees have received **FINAL CLEARANCE** from SED:
  - **Kraig Weaver** – Substitute Teacher
  - **Cheyenne N. Hutchinson** – Substitute Teacher
  - **Brittany N. Koelmel** – Substitute Teacher

**H. SUPERINTENDENTS’ REPORTS**

- 18. Assistant Superintendent - Mrs. Smith
- 19. Superintendent - Mrs. Case

**I. CORRESPONDENCE & UPCOMING EVENTS**

- 20. Correspondence Log

**J. ITEMS FOR NEXT MEETING**

21. **December 7, 2020** – Regular meeting to begin at 5:30 p.m.

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**K. PROPOSED EXECUTIVE SESSION**

22. **A motion is requested to enter executive session** for discussion of the performance history of a particular individual.

**RETURN TO OPEN SESSION**

23. **A motion is requested to adjourn the executive session** and reconvene the regular meeting.

**MOTION FOR ADJOURNMENT**

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

\*Items added after the preliminary agenda was provided to the Board of Education.

Preliminary

**GENERAL BROWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION**

17643 Cemetery Road - P.O. Box 500 - Dexter, New York 13634

**REGULAR MEETING**

**October 5, 2020 – 5:30 p.m.**

**Jr.-Sr. High School Auditorium / WebEx**

**Unapproved**

**MINUTES**

**REGULAR MEETING** – This meeting was held in the auditorium of the Jr.-Sr. High School and was available to the public via WebEx. The meeting was called to order at 5:30 p.m. by President Kelly Milkowich, followed by the Pledge of Allegiance.

**MEMBERS PRESENT** – Kelly Milkowich, President; Sandra Young Klindt, Vice President; Natalie Hurley; Daniel Dupee II; Tiffany Orcesi; Jamie Lee; Scott Lytle

**OTHERS PRESENT** – Barbara J. Case, Superintendent; Lisa K. Smith, Assistant Superintendent; Debra L. Bennett, District Clerk

**WEBEX PARTICIPANTS** – Gary Grimm, Operations Manager/Transportation Supervisor; Melissa Nabinger, Director of Student Services; Nicole Donaldson, Principal Jr.-Sr. High School; Laurie Nohle, Assistant Principal Jr.-Sr. High School; David Ramie, Principal Dexter Elementary; Joseph O'Donnell, Principal Brownville Glen Park Elementary; Michael Parobeck, Network Administrator; Laurie Podvin and Lyndi Hill of Bowers & Company CPAs PLLC

**A. APPROVAL OF AGENDA**

Motion for approval by Tiffany Orcesi, seconded by Sandra Young Klindt, with motion approved 7-0.

**B. PUBLIC HEARING – *District-Wide Safety Plan*** – The plan has been posted publicly on the District's website for a period of 30 days with the opportunity to provide feedback and comments. There have been no comments.

**C. AUDIT COMMITTEE MEETING** – See Audit Committee Meeting agenda

**Following adjournment of the Audit Committee Meeting:**

1. Board Action – ***BE IT RESOLVED*** that the General Brown Central School District Board of Education takes action to approve the ***Independent Auditors' Report for 2019-2020***, as presented by Lyndi Hill of Bowers & Company CPAs PLLC.  
Motion for approval by Scott Lytle, seconded by Daniel Dupee, with motion approved 7-0.

**D. PRESENTATIONS** – none

**E. PUBLIC COMMENT REQUESTS** – none

**F. CONSENT AGENDA**

A motion for approval of the following items as listed under the CONSENT AGENDA is made by Tiffany Orcesi, and seconded by Scott Lytle, with motion approved 7-0.

1. Approval of Minutes as listed:
  - September 14, 2020 – Regular Meeting
2. Approval of Building and Grounds Requests - none
3. Approval of Conferences and Workshops:
  - Barbara J. Case – NYSSBA Leadership Development Webinar – Equity and Inclusivity: Answering the Call to Action (virtual) – October 7, 2020
  - Kelly Milkowich – NYSSBA 2020 Annual Education Convention – Sharing a Vision for Education (virtual) – October 20-22 and October 27-20, 2020
4. Approval of Conferences and Workshops as per *My Learning Plan* report
5. Approval of Financial Reports / Warrants for August 2020

**G. REGULAR AGENDA**

**Other Discussion and Action Items:**

**Board Member Reports / Staff Member Reports and Presentations**

1. Comments / Information and updates from Board Members:  
President Milkowich and Vice President Klindt shared information regarding a virtual Board Officers Training provided by NYSSBA. Dr. Klindt noted that a unity of purpose to provide the best education for our students should be the common focus. She also offered ideas related to Board goals, events, continuing education for Board members, and possible self-evaluation

consideration. President Milkowich shared that the advisors did a great job with the virtual ceremony for induction of members to the National Honor Society.

2. Staff Member Reports
3. End of Year Report – Jr.-Sr. High School
4. Staff Member Presentations – none

#### Items for Board Information / Discussion

5. Board Information – NYSSBA will host a complimentary **Leadership Development Webinar “Equity and Inclusivity: Answering the Call to Action”** on Wednesday, October 7, 2020 from noon to 1:30 p.m.
6. Board Information – The Jefferson-Lewis School Boards Association will be holding a Virtual Workshop on Wednesday, October 28, 2020 beginning at 5:00 p.m. The topic is to be determined.
7. Board Information - “Friendship payment in lieu of taxes” for 2020 has been received from Brown Park Housing Corporation in the amount of \$400.

#### Items for Board Discussion / Action

8. Board Information / Discussion / Action – Following discussion and review of last year’s goals, and with changes as noted, the Board of Education took action to approve the **Board of Education Goals** for the 2020-2021 school year. The new goals will be posted to the District website.  
Motion for approval by Jamie Lee, seconded by Sandra Klindt, with motion approved 7-0.
9. Board Discussion / Action – Nomination of **Voting Delegate for the 2020 NYSSBA Annual Business Meeting** to be held virtually on Saturday, October 31, 2020 beginning at 8:30 a.m. With this year’s meeting being conducted virtually, and in order to preserve a secure and verified voting system, use of alternate delegates will not be permitted.  
Motion for nomination of Kelly Milkowich as Delegate by Sandra Young Klindt, seconded by Tiffany Orcesi, with motion approved 7-0.
10. Board Action – Approval is requested for the following resolution:  
**BE IT RESOLVED** that the General Brown Central School District Board of Education takes action to **amend the title of the previously designated “Compliance Coordinator” to “Title IX Coordinator”**, as per US Department of Education regulation and implementation of Part 106 of the Title IX Education Amendments of 1975; **and Lisa K. Smith, “Compliance Coordinator”, is hereby designated and authorized to act as the District’s “Title IX Coordinator”, effective immediately.**  
Motion for approval by Jamie Lee, seconded by Natalie Hurley, with motion approved 7-0.
11. Board Action – Approval is requested for the adoption of the **District-Wide Safety Plan** for the 2020-2021 school year following a public hearing. The plan was posted publicly on the District website with opportunity to provide feedback and comments.  
Motion for approval by Scott Lytle, seconded by Tiffany Orcesi, with motion approved 7-0.
12. Board Action – Approval is requested for the adoption of the **Code of Conduct** for the 2020-2021 school year following a public hearing held on September 14, 2020. The code of conduct was posted publicly on the District website with opportunity to provide feedback and comments.  
Motion for approval by Scott Lytle, seconded by Sandra Klindt, with motion approved 7-0.
13. Board Action – Approval is requested to accept the **donation of a trombone by Mrs. Kristina Wheeler.**  
Motion for approval by Jamie Lee, seconded by Natalie Hurley, with motion approved 7-0.
14. Board Action – Board Action – Approval is requested for the **2020-2021 Substitute Instructional and Non-Instructional Personnel Item #11-D**, as continued from the Organizational meeting held July 1, 2020:

Motion for approval by Sandra Klindt, seconded by Tiffany Orcesi, with motion approved 7-0.

Substitute Teachers	Substitute Aides	Substitute Cleaners
Hailey Pooler Jeralee Jobson	Stacy Latham Dawn Comins	Francis Parker

15. Board Action – Approval of **School Tax Collector Report**

Motion for approval by Natalie Hurley, seconded by Scott Lytle, with motion approved 7-0.

16. Board Action - Approval of **Committee on Special Education Reports**

Motion for approval by Natalie Hurley, seconded by Daniel Dupee, with motion approved 7-0.

**H. ITEMS FOR BOARD ACTION – PERSONNEL**

17. Board Action – Personnel changes as listed:

A motion for approval of the following PERSONNEL CHANGES, with *effective dates* as listed is made by Jamie Lee, seconded by Sandra Klindt, with motion approved 7-0.

(A) Retirements: none

(B) Resignations:

Name	Position	Effective Date
Billie St. Joseph	Bus Driver	09/18/2020
Kathy Smith	Cleaner	10/07/2020
Christopher Snider	Cleaner	10/13/2020
Joseph R. O'Donnell	School District Administrator	11/01/2020

(C) Appointments:

Name	Position	Salary or Rate of Pay	Probationary or Tenure Track Appt. (if applicable)	Effective Date
Maria Castillo-Brandle	Bus Driver	\$15.32 per hour	n/a	10/06/2020
Joseph R. O'Donnell	Social Studies Teacher	\$80,145 annually-Step 29 (M+30)	3-year probationary tenure period in the area of Social Studies 7-12	11/02/2020

**I. ITEMS FOR BOARD ACTION - FINAL FINGERPRINT CLEARANCE – none**

**J. SUPERINTENDENTS' REPORTS**

18. Assistant Superintendent

- Mrs. Smith spoke about extending the plan to eliminate the negative fund balance in the food service program due to reduced participation in the lunch program. Breakfasts and lunches are available without cost to all students, and she hopes more families will take advantage of this. Greater participation will result in a savings to families' food budgets, as well as increasing reimbursement for our school lunch program.
- Also, the cell tower is almost fully erected; and it's ahead of schedule.
- Mrs. Smith also informed the Board that the District was approved for a Shared Work Program. This would allow non-instructional workers' hours to be reduced by 20%, (Wednesdays), without the loss of benefits. The employee could then recoup lost wages through unemployment benefits. The School Related Professionals bargaining unit will be discussing and voting on their decision to participate in this program later this week. This program would enable the District to reduce or eliminate lay-offs at the present time.

19. Superintendent - Mrs. Case

- Mrs. Case also spoke regarding the meal program.
- The Counseling Office was highlighted by Mrs. Case, especially Ms. Miner for their combined efforts in getting important information out to families and students with periodical newsletters. They are doing a tremendous job!

- The NYSDOH shared a new “Tool Kit for PK-12 Schools” related to COVID guidelines. There are many inconsistencies, and requests for clarification are not forthcoming.
- A Board member inquired if there was guidance from the state at the superintendents’ level regarding the possibility of schools being able to fully open in November or December. Mrs. Case said that there is no talk of fully reopening. Mr. Dupee shared that he too had not received any guidance at the college level on that topic.

**K. CORRESPONDENCE & UPCOMING EVENTS**

20. Correspondence Log

**L. ITEMS FOR NEXT MEETING**

21. **November 9, 2020** – Regular meeting to begin at 5:30 p.m.

**M. MOTION FOR ADJOURNMENT**

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

Motion for approval by Scott Lytle, seconded by Tiffany Orcesi, with motion approved 7-0. Time adjourned: 6:51 p.m.

Respectfully submitted:

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Debra L. Bennett, District Clerk

- Supporting documents may be found in supplemental file dated October 5, 2020

ReportResults

My Learning Plan Report for approval 11-9-2020

Building_Na	Last_First_Name	Activity_Title	Start__Date	End__Date
BGP	AHLHEIM, PAULA	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	AUGLIANO, JENNIFER	Bohlen Technical Center High School Counselor	8/5/2020	5/12/2021
JR-SR HS	AUGLIANO, JENNIFER	School Counselors Meeting (K-8)	9/30/2020	9/30/2020
JR-SR HS	AUGLIANO, JENNIFER	School Counselors Meeting (K-8)	10/28/2020	10/28/2020
BGP	AUMELL, EMILY	The Flipped Classroom	9/1/2020	9/1/2020
BGP	Beagle, Kathryn	Google Sites- Classroom Websites and Student	8/27/2020	8/27/2020
BGP	Beagle, Kathryn	Google Classroom- Starting a New Year	8/28/2020	8/28/2020
BGP	Beagle, Kathryn	Interactive Presentations using Google Slides	8/28/2020	8/28/2020
BGP	Beagle, Kathryn	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	BELLINGER, JOANN	Getting started with See Saw	9/3/2020	9/3/2020
JR-SR HS	Benson, Bryan	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	BERNIER, JOSE	Preparing Hybrid Lessons to Support Student Le:	9/29/2020	9/29/2020
JR-SR HS	BERNIER, JOSE	Social Emotional Learning in the Classroom	10/14/2020	10/14/2020
JR-SR HS	BERNIER, JOSE	Engage and Excite Readers with TeachingBooks	10/28/2020	10/28/2020
DISTRICT C	BICE, KRISTI	nVision User Group	11/17/2020	11/17/2020
DEXTER	BIEDEKAPP, KELLY	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	BIEDEKAPP, KELLY	Seesaw	9/2/2020	9/2/2020
DEXTER	BIEDEKAPP, KELLY	Getting started with See Saw	9/3/2020	9/3/2020
JR-SR HS	BLUNDEN, JAMES	The Flipped Classroom	9/1/2020	9/1/2020
BGP	BUCHER, MARY	The Flipped Classroom	9/1/2020	9/1/2020
BGP	BURGESS, LAUREL	Boom Cards	7/8/2020	7/8/2020
BGP	BURGESS, LAUREL	Flipgrid	7/15/2020	7/15/2020
BGP	BURGESS, LAUREL	Seesaw	7/20/2020	7/20/2020
BGP	BURGESS, LAUREL	How to Use Virtual Whiteboards	8/4/2020	8/4/2020
BGP	BURGESS, LAUREL	Google Classroom for Beginners	8/5/2020	8/5/2020
BGP	BURGESS, LAUREL	How to Create Interactive Documents	8/17/2020	8/17/2020
BGP	BURGESS, LAUREL	EDpuzzle	8/17/2020	8/17/2020
BGP	BURGESS, LAUREL	GooseChase	8/18/2020	8/18/2020
BGP	BURGESS, LAUREL	The Flipped Classroom	9/1/2020	9/1/2020
BGP	CANTWELL, KELLY	Video-Based Instruction for the Flipped Classroo	8/25/2020	8/25/2020
BGP	CANTWELL, KELLY	The Flipped Classroom	9/1/2020	9/1/2020
BGP	CANTWELL, KELLY	Boom Cards	9/23/2020	9/23/2020
DISTRICT C	CASE, BARBARA	APPR Update	10/8/2020	10/8/2020
DISTRICT C	CASE, BARBARA	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
DISTRICT C	CASE, BARBARA	ESSA in the 20-21 School Year	10/27/2020	10/27/2020
DEXTER	CLOONAN, KAREN	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	CLOONAN, KAREN	Getting started with See Saw	9/3/2020	9/3/2020
BGP	COMINS, LORRAINE	The Flipped Classroom	9/1/2020	9/1/2020
BGP	CONNELL, MEREDITH	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	COTTRELL, HANNAH	Video-Based Instruction for the Flipped Classroo	8/25/2020	8/25/2020
JR-SR HS	COTTRELL, HANNAH	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	COVEY, JAMES	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	COVEY, JAMES	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
JR-SR HS	COVEY, WILLIAM	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	COVEY, WILLIAM	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
JR-SR HS	CROSBY, KAREN	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	CUDDEBACK, MARJORIE	Building Relationships with Students in an Online	8/10/2020	8/10/2020
JR-SR HS	CUDDEBACK, MARJORIE	Motivating Students in an Online Environment	8/10/2020	8/10/2020
DEXTER	DAVIS, LINDSEY	Music Network - General & Instrumental *Joint S	8/17/2020	8/17/2020
DEXTER	DAVIS, LINDSEY	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	DAVIS, LINDSEY	Seesaw	9/2/2020	9/2/2020
JR-SR HS	DETTMER, SABRINA	Google Classroom- Advanced	7/13/2020	7/13/2020



ReportResults

JR-SR HS	DETTMER, SABRINA	Boom Cards	8/4/2020	8/4/2020
JR-SR HS	DETTMER, SABRINA	How to Organize Your Google Drive for the Fall	8/6/2020	8/6/2020
JR-SR HS	DETTMER, SABRINA	Building Relationships with Students in an Online	8/10/2020	8/10/2020
JR-SR HS	DETTMER, SABRINA	Pear Deck	8/18/2020	8/18/2020
JR-SR HS	DETTMER, SABRINA	English Language Arts Network (6-12)	8/19/2020	8/19/2020
JR-SR HS	DETTMER, SABRINA	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	DEVINE, HEATHER	Seesaw	7/20/2020	7/20/2020
DEXTER	DEVINE, HEATHER	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	DEVINE, HEATHER	Getting started with See Saw	9/3/2020	9/3/2020
DEXTER	DUPEE, KRISTA	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	DUPEE, KRISTA	Getting started with See Saw	9/3/2020	9/3/2020
BGP	DUPEE, REBECCA	The Flipped Classroom	9/1/2020	9/1/2020
BGP	Elkin, Nicholas	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	Elkin, Nicholas	The Flipped Classroom	9/1/2020	9/1/2020
BGP	Elkin, Nicholas	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
JR-SR HS	Elkin, Nicholas	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
BGP	FAHEY, KELLEY	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	FERRIS, JANELLE	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	FERRIS, JANELLE	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
DISTRICT C	FLATH, REBECCA	nVision User Group	11/16/2020	11/16/2020
DISTRICT C	FLATH, REBECCA	nVision User Group	11/17/2020	11/17/2020
JR-SR HS	Fowler, LISA	Assessments (via Forms) through Google Classr	8/26/2020	8/26/2020
JR-SR HS	Fowler, LISA	Google Sites- Classroom Websites and Student	8/27/2020	8/27/2020
JR-SR HS	Fowler, LISA	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	FREARS, TOM	Health and PE Network (K-12)	8/17/2020	8/17/2020
JR-SR HS	FREARS, TOM	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	Gerstenschlager, Jenna	Seesaw	8/20/2020	8/20/2020
DEXTER	Gerstenschlager, Jenna	Building Relationships with Students in an Online	8/31/2020	8/31/2020
DEXTER	Gerstenschlager, Jenna	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	Gerstenschlager, Jenna	Getting started with See Saw	9/3/2020	9/3/2020
DEXTER	Gerstenschlager, Jenna	Video-Based Instruction for the Flipped Classroo	9/4/2020	9/4/2020
DEXTER	GOODRICH, JILLIAN	Mindfulness for Educators	7/15/2020	7/15/2020
DEXTER	GOODRICH, JILLIAN	Social Emotional Learning/Mental Health	7/16/2020	7/16/2020
DEXTER	GOODRICH, JILLIAN	K-5 Educators	7/30/2020	7/30/2020
DEXTER	GOODRICH, JILLIAN	GooseChase	8/18/2020	8/18/2020
DEXTER	GOODRICH, JILLIAN	Social Emotional Learning/Mental Health	8/18/2020	8/18/2020
DEXTER	GOODRICH, JILLIAN	K-5 Educators	8/20/2020	8/20/2020
JR-SR HS	GRIMM, BRIDGET	School Counselors Meeting (K-8)	9/30/2020	9/30/2020
BGP	Hall, Molly	The Flipped Classroom	9/1/2020	9/1/2020
BGP	HAMILTON, DIONNE	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	Hanson, Lindsay	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
DEXTER	HARDWICK, NANCY	DASA Six-Hour Course Online - July 2020	7/1/2020	7/1/2020
DEXTER	HARDWICK, NANCY	Canvas: The Basics	7/8/2020	7/8/2020
DEXTER	HARDWICK, NANCY	Mindfulness for Educators	7/15/2020	7/15/2020
DEXTER	HARDWICK, NANCY	Google Chrome Extensions for Educators	7/15/2020	7/15/2020
DEXTER	HARDWICK, NANCY	Flipgrid	7/15/2020	7/15/2020
DEXTER	HARDWICK, NANCY	Social Emotional Learning/Mental Health	7/16/2020	7/16/2020
DEXTER	HARDWICK, NANCY	Google Forms to Check for Understanding	7/20/2020	7/20/2020
DEXTER	HARDWICK, NANCY	Seesaw	7/20/2020	7/20/2020
DEXTER	HARDWICK, NANCY	SLS School Librarian Conversations: Reopening	7/22/2020	7/22/2020
DEXTER	HARDWICK, NANCY	Google Office Hours	7/22/2020	7/22/2020
DEXTER	HARDWICK, NANCY	SLS School Librarian Conversations: Reopening	7/28/2020	7/28/2020
DEXTER	HARDWICK, NANCY	EDpuzzle	7/28/2020	7/28/2020
DEXTER	HARDWICK, NANCY	How to Create Interactive Documents	7/29/2020	7/29/2020
DEXTER	HARDWICK, NANCY	K-5 Educators	7/30/2020	7/30/2020

ReportResults

DEXTER	HARDWICK, NANCY	Google Forms to Check for Understanding	8/3/2020	8/3/2020
DEXTER	HARDWICK, NANCY	Canvas: The Basics	8/3/2020	8/3/2020
DEXTER	HARDWICK, NANCY	Google Classroom- Advanced	8/5/2020	8/5/2020
DEXTER	HARDWICK, NANCY	How to Organize Your Google Drive for the Fall	8/6/2020	8/6/2020
DEXTER	HARDWICK, NANCY	SLS "Imagine Your Inquiry" for a Virtual Environn	8/10/2020	8/10/2020
DEXTER	HARDWICK, NANCY	Motivating Students in an Online Environment	8/10/2020	8/10/2020
DEXTER	HARDWICK, NANCY	SLS Database Overview	8/11/2020	8/11/2020
DEXTER	HARDWICK, NANCY	SLS School Librarian Conversations: Preparing f	8/12/2020	8/12/2020
DEXTER	HARDWICK, NANCY	Recharging for September: Tools for Educator S	8/13/2020	8/13/2020
DEXTER	HARDWICK, NANCY	Courageous Conversations: "Everyday Anti-Raci	8/13/2020	8/20/2020
DEXTER	HARDWICK, NANCY	SLS Library Lesson Idea Sharing	8/14/2020	8/14/2020
DEXTER	HARDWICK, NANCY	Pear Deck	8/25/2020	8/25/2020
DEXTER	HARDWICK, NANCY	SLS Orientation	8/28/2020	8/28/2020
DEXTER	HARDWICK, NANCY	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	HARDWICK, NANCY	SLS Mentoring for School Librarians	9/30/2020	9/30/2020
DEXTER	HARDWICK, NANCY	School Violence Prevention and Intervention Trai	10/1/2020	10/1/2020
BGP	HARTLE, ERICA	Seesaw	7/20/2020	7/20/2020
DEXTER	HARTLE, MICHAEL	Health and PE Network (K-12)	7/15/2020	7/15/2020
DEXTER	HARTLE, MICHAEL	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	HARTLE, MICHAEL	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
DEXTER	HELLER, ERIN	Seesaw	8/20/2020	8/20/2020
DEXTER	HELLER, ERIN	Getting started with See Saw	9/3/2020	9/3/2020
DEXTER	HELLER, ERIN	ESSA in the 20-21 School Year	10/27/2020	10/27/2020
BGP	HUNT, AYESHA	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	Jaspersohn, Robert	Science Network (6-12)	7/29/2020	7/29/2020
JR-SR HS	Jaspersohn, Robert	Science Network (6-12)	8/19/2020	8/19/2020
JR-SR HS	Jaspersohn, Robert	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	JENNER, PHILIP	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	JENNER, PHILIP	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
BGP	Johnson, Wendy	How to Create a Virtual Classroom Using Google	9/30/2020	9/30/2020
BGP	Johnson, Wendy	Social Emotional Learning in the Classroom	10/14/2020	10/14/2020
DEXTER	KEENAN, KATHRYN	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	KEENAN, KATHRYN	Seesaw	9/2/2020	9/2/2020
DEXTER	KEENAN, KATHRYN	Getting started with See Saw	9/3/2020	9/3/2020
JR-SR HS	KESSLER, LISA	Building Relationships with Students in an Online	7/28/2020	7/28/2020
JR-SR HS	KESSLER, LISA	Creating a Virtual Field Trip with Google Tours	8/19/2020	8/19/2020
JR-SR HS	KESSLER, LISA	Assessments (via Forms) through Google Classr	8/26/2020	8/26/2020
JR-SR HS	KESSLER, LISA	Google Sites- Classroom Websites and Student	8/27/2020	8/27/2020
JR-SR HS	KESSLER, LISA	Google Classroom- Starting a New Year	8/28/2020	8/28/2020
JR-SR HS	KESSLER, LISA	Interactive Presentations using Google Slides	8/28/2020	8/28/2020
JR-SR HS	KESSLER, LISA	Video-Based Instruction for the Flipped Classroo	9/4/2020	9/4/2020
DEXTER	KIECHLE, ALICIA	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	KIECHLE, ALICIA	Seesaw	9/2/2020	9/2/2020
DEXTER	KIECHLE, ALICIA	Getting started with See Saw	9/3/2020	9/3/2020
JR-SR HS	Kitto, Marietta	Music Network - General Music	7/15/2020	7/15/2020
JR-SR HS	Kitto, Marietta	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	KNIGHT, LAURIE	Seesaw	7/20/2020	7/20/2020
DEXTER	KNIGHT, LAURIE	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	KNIGHT, LAURIE	Getting started with See Saw	9/3/2020	9/3/2020
BGP	KNOWLTON, JARED	Health and PE Network (K-12)	8/17/2020	8/17/2020
BGP	KNOWLTON, JARED	The Flipped Classroom	9/1/2020	9/1/2020
BGP	KNOWLTON, JARED	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
JR-SR HS	LABIENDO, LINDSAY	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
BGP	LALONDE, STACEY	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	LAMON, MICHELLE	The Flipped Classroom	9/1/2020	9/1/2020

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JR-SR HS	LASAGE, CARRIE	SLS Council Meeting	10/14/2020	10/14/2020
JR-SR HS	LASAGE, CARRIE	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
JR-SR HS	LASAGE, CARRIE	SLS Communication Coordinator Meeting	10/21/2020	10/21/2020
BGP	LaVere, Julia	School Counselors Meeting (K-8)	9/23/2020	9/23/2020
DEXTER	LaVere, Julia	School Counselors Meeting (K-8)	9/23/2020	9/23/2020
BGP	LaVere, Julia	School Counselors Meeting (K-8)	10/14/2020	10/14/2020
DEXTER	LaVere, Julia	School Counselors Meeting (K-8)	10/14/2020	10/14/2020
JR-SR HS	LENNOX, LISA	Health and PE Network (K-12)	8/17/2020	8/17/2020
JR-SR HS	LENNOX, LISA	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	LOTHROP, ASHLEY	Special Education Teachers Meeting	7/14/2020	7/14/2020
DEXTER	LOTHROP, ASHLEY	Google Chrome Extensions for Educators	7/15/2020	7/15/2020
DEXTER	LOTHROP, ASHLEY	Seesaw	7/20/2020	7/20/2020
DEXTER	LOTHROP, ASHLEY	Fundamentals of Specially Designed Instruction (	7/27/2020	7/29/2020
DEXTER	LOTHROP, ASHLEY	K-5 Educators	7/30/2020	7/30/2020
DEXTER	LOTHROP, ASHLEY	Google Classroom for Primary Teachers (K-2)	8/10/2020	8/10/2020
DEXTER	LOTHROP, ASHLEY	Identifying + Intensifying Interventions	8/18/2020	8/20/2020
DEXTER	LOTHROP, ASHLEY	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	LOTHROP, ASHLEY	Getting started with See Saw	9/3/2020	9/3/2020
BGP	Loveland, Kathryn	The Flipped Classroom	9/1/2020	9/1/2020
BGP	MAJO, SARAH	Art Network (K-12)	8/17/2020	8/17/2020
DEXTER	MAJO, SARAH	Art Network (K-12)	8/17/2020	8/17/2020
BGP	MAJO, SARAH	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	MAJO, SARAH	The Flipped Classroom	9/1/2020	9/1/2020
BGP	MAJO, SARAH	Seesaw	9/2/2020	9/2/2020
DEXTER	MAJO, SARAH	Seesaw	9/2/2020	9/2/2020
DEXTER	MARTIN, STACI	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	MARTIN, STACI	Preparing and Delivering Hybrid Lessons	11/16/2020	12/21/2020
DEXTER	MCINTOSH, MARTHA	Getting started with See Saw	9/3/2020	9/3/2020
JR-SR HS	MENAPACE, SUSAN	Mathematics Network (6-12)	7/29/2020	7/29/2020
JR-SR HS	MENAPACE, SUSAN	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	MENAPACE, SUSAN	Assessments (via Forms) through Google Classr	9/3/2020	9/3/2020
JR-SR HS	MENAPACE, SUSAN	Google Sites- Classroom Websites and Student	9/3/2020	9/3/2020
JR-SR HS	MINER, SHELLIE	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
BGP	Nabinger, Melissa	Fundamentals of Explicit Instruction	7/13/2020	7/17/2020
BGP	Nabinger, Melissa	APPR Update	10/8/2020	10/8/2020
BGP	Nabinger, Melissa	Lead Evaluator Training - Continuing Education (	10/19/2020	11/1/2020
BGP	Nabinger, Melissa	ESSA in the 20-21 School Year	10/27/2020	10/27/2020
BGP	Nabinger, Melissa	MASLA - Title IX Training & Roundtable	11/16/2020	11/16/2020
BGP	Nabinger, Melissa	Elementary Principals Meeting	11/17/2020	11/17/2020
BGP	Nabinger, Melissa	Coaching Practices for Principals: High Impact C	12/1/2020	12/1/2020
JR-SR HS	NELSON, JENNIFER	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	NEVVINE, DUSTIN	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	NEVVINE, STEPHANIE	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	NEVVINE, STEPHANIE	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
BGP	NICHOLS, SHERI	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	Nieves-Soto, Julia	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	Nohle, Laurie	Secondary Principals Meeting	8/4/2020	8/4/2020
JR-SR HS	Nohle, Laurie	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	Nohle, Laurie	Secondary Principals Meeting	9/15/2020	9/15/2020
JR-SR HS	Nohle, Laurie	APPR Update	10/8/2020	10/8/2020
JR-SR HS	Nohle, Laurie	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
JR-SR HS	Nohle, Laurie	Lead Evaluator Recertification	10/15/2020	10/15/2020
JR-SR HS	Nohle, Laurie	Leadership Development Series for New Leaders	10/15/2020	3/11/2021
JR-SR HS	Nohle, Laurie	Secondary Principals Meeting	10/26/2020	10/26/2020
JR-SR HS	Nohle, Laurie	ESSA in the 20-21 School Year	10/27/2020	10/27/2020

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JR-SR HS	Nohle, Laurie	Evaluating Support Staff	10/27/2020	10/27/2020
JR-SR HS	NORTZ, BRIAN	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	NORTZ, TRICIA	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	NORTZ, TRICIA	Getting started with See Saw	9/3/2020	9/3/2020
JR-SR HS	O'DONNELL, JOSEPH	Lead Evaluator Recertification	7/29/2020	7/29/2020
JR-SR HS	O'DONNELL, JOSEPH	Elementary Principals Meeting	9/15/2020	9/15/2020
BGP	Orcesi, Mauro	Seesaw	7/20/2020	7/20/2020
BGP	Orcesi, Mauro	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	O'RILEY, AMY	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	O'RILEY, AMY	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
DEXTER	PACINI, MISTY	Building Relationships with Students in an Online	8/10/2020	8/10/2020
DEXTER	PACINI, MISTY	Motivating Students in an Online Environment	8/10/2020	8/10/2020
DEXTER	PACINI, MISTY	Seesaw	8/20/2020	8/20/2020
DEXTER	PACINI, MISTY	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	PACINI, MISTY	Getting started with See Saw	9/3/2020	9/3/2020
BGP	PAIGE, MARY	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	PARKER, STEPHANIE	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	PARKER, STEPHANIE	Getting started with See Saw	9/3/2020	9/3/2020
DISTRICT C	PAROBECK, MICHAEL	APPR Update	10/8/2020	10/8/2020
DISTRICT C	PAROBECK, MICHAEL	Data Protection User Group - Virtual	10/14/2020	10/14/2020
DISTRICT C	PAROBECK, MICHAEL	Mimecast Administrator Overview	10/20/2020	10/20/2020
DISTRICT C	PAROBECK, MICHAEL	Technology Leadership Meeting - Virtual	11/18/2020	11/18/2020
DISTRICT C	RAMIE, DAVID	The Flipped Classroom	9/1/2020	9/1/2020
DISTRICT C	RAMIE, DAVID	Seesaw	9/2/2020	9/2/2020
DISTRICT C	RAMIE, DAVID	Getting started with See Saw	9/3/2020	9/3/2020
DISTRICT C	RAMIE, DAVID	Elementary Principals Meeting	9/15/2020	9/15/2020
DISTRICT C	RAMIE, DAVID	APPR Update	10/8/2020	10/8/2020
DISTRICT C	RAMIE, DAVID	ESSA in the 20-21 School Year	10/27/2020	10/27/2020
JR-SR HS	RAMIE, JENNIFER	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	ROSE, JOLIE	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	ROSE, JOLIE	Assessments (via Forms) through Google Classr	9/3/2020	9/3/2020
JR-SR HS	Ruscio, Melissa	The Flipped Classroom	9/1/2020	9/1/2020
BGP	SAMPSON, LISA	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	SEYMOUR, FRANCES	Music Network - General & Instrumental *Joint S	8/17/2020	8/17/2020
JR-SR HS	SEYMOUR, FRANCES	The Flipped Classroom	9/1/2020	9/1/2020
BGP	Shaver, Julie	Mindfulness for Educators	7/15/2020	7/15/2020
BGP	Shaver, Julie	Science of Reading	8/17/2020	8/20/2020
BGP	Shaver, Julie	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	SHEEN, ELLEN	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	Slate, Gabrielle	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	Slate, Gabrielle	Getting started with See Saw	9/3/2020	9/3/2020
JR-SR HS	SMITH, JANEL	Social Emotional Learning in the Classroom	10/14/2020	10/14/2020
JR-SR HS	SMITH, JANEL	Motivating Students in an Online Environment	10/20/2020	10/20/2020
DISTRICT C	SMITH, LISA	Building Relationships with Students in an Online	8/10/2020	8/10/2020
DISTRICT C	SMITH, LISA	APPR Update	10/8/2020	10/8/2020
DISTRICT C	SMITH, LISA	Assistant Superintendents Meeting	10/26/2020	10/26/2020
DISTRICT C	SMITH, LISA	ESSA in the 20-21 School Year	10/27/2020	10/27/2020
DEXTER	Smith, Nicolette	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	Smith, Nicolette	Seesaw	9/2/2020	9/2/2020
DEXTER	ST. ONGE, TRISTA	Google Classroom vs. Canvas	7/9/2020	7/9/2020
DEXTER	ST. ONGE, TRISTA	Google Chrome Extensions for Educators	7/15/2020	7/15/2020
DEXTER	ST. ONGE, TRISTA	Seesaw	7/20/2020	7/20/2020
DEXTER	ST. ONGE, TRISTA	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	ST. ONGE, TRISTA	Seesaw	9/2/2020	9/2/2020
DEXTER	ST. ONGE, TRISTA	Getting started with See Saw	9/3/2020	9/3/2020

ReportResults

JR-SR HS	ST. PIERRE, KATIE	Assessments (via Forms) through Google Classr	8/26/2020	8/26/2020
JR-SR HS	ST. PIERRE, KATIE	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	ST. PIERRE, KATIE	Assessments (via Forms) through Google Classr	9/3/2020	9/3/2020
DEXTER	Storey, Cassandra	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	Storey, Cassandra	Seesaw	9/2/2020	9/2/2020
DEXTER	Storey, Cassandra	Getting started with See Saw	9/3/2020	9/3/2020
DEXTER	Storey, Cassandra	Building Relationships with Students in an Online	9/16/2020	9/16/2020
DEXTER	Storey, Cassandra	PBS in the Classroom: Science Grades K-6	12/9/2020	12/9/2020
DEXTER	Storey, Cassandra	PBS in the Classroom: Math Grades K-6	12/16/2020	12/16/2020
JR-SR HS	Swan, Andrea	Bohlen Technical Center High School Counselor	10/7/2020	5/12/2021
JR-SR HS	Swan, Andrea	School Counselors Meeting (K-8)	10/28/2020	10/28/2020
JR-SR HS	Swan, Andrea	School Counselors Meeting (K-8)	11/18/2020	11/18/2020
JR-SR HS	Swan, Andrea	School Counselors Meeting (K-8)	12/2/2020	12/2/2020
JR-SR HS	Taylor, Rebecca	Google Classroom for Beginners	7/13/2020	7/13/2020
JR-SR HS	Taylor, Rebecca	Google Classroom- Advanced	7/13/2020	7/13/2020
JR-SR HS	Taylor, Rebecca	Special Education Teachers Meeting	7/14/2020	7/14/2020
JR-SR HS	Taylor, Rebecca	Social Emotional Learning/Mental Health	8/18/2020	8/18/2020
JR-SR HS	Taylor, Rebecca	Pear Deck	8/18/2020	8/18/2020
JR-SR HS	Taylor, Rebecca	English Language Arts Network (6-12)	8/19/2020	8/19/2020
JR-SR HS	Taylor, Rebecca	Time to Teach - Time to Learn - Working with M	8/19/2020	8/19/2020
JR-SR HS	Taylor, Rebecca	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	TYO, LISA	Seesaw	9/2/2020	9/2/2020
JR-SR HS	VANBROCKLIN, LISA	The Flipped Classroom	9/1/2020	9/1/2020
BGP	VODICKA, MARY	How to Prepare Your Google Classroom for the f	7/14/2020	7/14/2020
BGP	VODICKA, MARY	How to Organize Your Google Drive for the Fall	7/14/2020	7/14/2020
BGP	VODICKA, MARY	Building Relationships with Students in an Online	8/10/2020	8/10/2020
BGP	VODICKA, MARY	Motivating Students in an Online Environment	8/10/2020	8/10/2020
BGP	WIDRICK, ALISON	The Flipped Classroom	9/1/2020	9/1/2020
BGP	WORDEN, DEXTER	The Flipped Classroom	9/1/2020	9/1/2020
BGP	WORDEN, DEXTER	Boom Cards	9/23/2020	9/23/2020
DEXTER	Yodice, Wendy	Special Education Teachers Meeting	7/14/2020	7/14/2020
DEXTER	Yodice, Wendy	K-5 Educators	7/30/2020	7/30/2020
DEXTER	Yodice, Wendy	The Flipped Classroom	9/1/2020	9/1/2020
DEXTER	Yodice, Wendy	Seesaw	9/2/2020	9/2/2020
JR-SR HS	ZEHR, MELISSA	Health and PE Network (K-12)	7/15/2020	7/15/2020
JR-SR HS	ZEHR, MELISSA	Health and PE Network (K-12)	8/17/2020	8/17/2020
JR-SR HS	ZEHR, MELISSA	The Flipped Classroom	9/1/2020	9/1/2020
JR-SR HS	ZEHR, MELISSA	Inclusion and Diversity in Sports	10/14/2020	10/14/2020
DEXTER	ZEHR, TINA	Boom Cards	7/8/2020	7/8/2020
DEXTER	ZEHR, TINA	Seesaw	7/20/2020	7/20/2020
DEXTER	ZEHR, TINA	The Flipped Classroom	9/1/2020	9/1/2020

# *General Brown Central School District*



## **Long Range Financial Plan and Fund Balance Management 2020-2021**

The mission of the General Brown Central School District is to prepare and inspire each student to meet future challenges.

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## ❖ The Purpose and Benefit of Long Range Planning

Multiyear planning improves management and service delivery and allows for early identification of potential problems. It aids in projecting the future costs of existing services, and in determining whether existing revenue streams will be sufficient to cover these costs by the end of the planning period.

Multiyear financial planning provides information needed for program evaluation. It helps District officials examine the need for new programs, given projected growth and demographic changes. Multiyear planning also allows District officials to look at the efficiency and effectiveness of existing programs and determine what improvements are needed.

### ***Strategic Action Plan***

The School District needs to maintain, at all costs the high academic standards of our students, as they are the future of the district and will become our witness as to how we have passed or failed our mission. In February, 2019, the Board of Education approved a Strategic Action Plan for the District, which included three strategic focus areas: Academic Achievement, Intentional Investment in Learning, and School Culture and Community.

## ❖ School District Revenues

### **Local Tax Levy**

The tax levy is the total dollars that a school district collects from property owners within the district in order to balance its budget. The levy is determined after accounting for all other sources of income, including state aid.

The tax rate is used to calculate what each property owner will pay in school taxes. The district tax levy rate is just one factor, along with assessment rates and equalization rates that figure into determining the tax rate. The district does not set individual tax rates.

At the end of June 2011, the New York State Legislature enacted a property tax “cap” that seeks to limit the annual increase in the tax levies of local governments and school districts. Although the new law has been referred to as a “2 percent tax cap,” it does not, in fact, restrict any proposed tax levy increase to 2 percent. What it does is establish a tax levy limit (which will be determined by each district according to an eight-step, complex formula dictated by the law, and will vary by district) that determines the number of votes needed to pass a school budget. For the 2014-2015 fiscal year, the taxpayers voted to override the tax cap with a 60% supermajority. In all subsequent years, the tax levy increase stayed within the tax levy limit.

### **State and Federal Aid**

About 64% of total revenues are procured through State and Federal Aid. In 2009, the State announced drastic reductions in State Aid to Schools through the Gap Elimination Adjustment (GEA) in order to balance the State budget. Over a six year period, the District lost over 7.8 million dollars through the GEA. The State eliminated the Gap Elimination Adjustment for the 2016-2017 fiscal year. The State has also placed periodic freezes on Foundation Aid. State budget controls funding for many districts that derive a high percentage of their revenue from State Aid. Long Range planning becomes difficult, if not impossible, without consistent



expectations of State Aid revenue. Even after the State passes their budget on time, our funding stream may still be disrupted and payments extended past the original schedule due to lack of cash flow from the State. Given the current economic climate and state of the State due to the pandemic, the school system will continue to find all available options to curtail expenditures and save money.

## ❖ **School District Expenditures**

The periodic freezes on Foundation Aid and the Gap Elimination Adjustments applied over the 6 budget cycles from 2010-2016 created a funding cliff on the revenue side of the budget. This coupled with escalating health care and contractual obligations and unpredictable retirement contributions posed significant challenges for the Board of Education as they prepared a spending plan each year. Once again, the Board of Education will be posed with significant challenges in the 2020-2021 school year due to 20% aid reductions as a result of the pandemic's impact on the State budget.

In 2013, following years of depleting the District's fund balance, the District was forced to significantly decrease expenses through layoffs. This marked decrease in expenditures was the beginning of financial recovery for the District. After losing 46 positions, the District was able to restore many positions during the 2015-2016, 2016-2017 and 2017-2018 school years and replenish reserve accounts that had been depleted during the economic downturn.

Employee compensation and related fringe benefit costs is the largest area of expense. These costs are mainly affected by two non-controllable factors: number of staff and contracts with collective bargaining units. The District employs approximately 215 full and part time employees. The teachers' association has a collective bargaining agreement which expires on June 30, 2023. The Administrators' collective bargaining agreement expires on June 30, 2021. The school related professionals' collective bargaining agreement expires on June 30, 2024.

Each year, the rising cost of providing pension and insurance benefits, factors beyond the district's control, complicates the development of the annual school budget. Health insurance costs have been increasing by 2-4% each year.

Both the New York State Teachers' Retirement System (TRS) and Employees' Retirement System (ERS) employer contribution rates have risen every year from 2002 through 2013. In 2014, we began to see contribution rates stabilize with a decrease realized in years 2015-2019. Rates are now expected to increase in the near future.

## **Bus Purchases**

The District is on a bus replacement schedule that calls for the purchase of 3-4 new buses each year. The bus replacement plan evens out the transportation costs and ensures that buses are replaced every 6-7 years. Planned purchasing ensures that the district has safe buses to transport students. As buses exceed their warranty and mileage recommendations, they become more costly to maintain and less efficient to run. Most of the purchase price is reimbursed through state transportation aid when purchased with local taxpayer dollars.

❖ **Looking to the future - Financial Analysis/Plan**

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Under the Office of the State Comptroller's fiscal stress monitoring system, the District has improved from a District with "significant" fiscal stress in 2013 to a District with "no designation" in 2015. The District has continued to receive the "no designation" status in every subsequent school year.

# 9 Year Financial Analysis

## General Brown Central School District Four Year Financial Plan, Fiscal Years 2021-2024 General Fund

	Actual				Projected				
	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Revenues</b>						8,345,646			
Real Property Tax Items	7,361,589	7,583,693	7,734,561	7,887,811	7,931,739		8,512,559	8,682,810	8,856,466
Charges for Services	182,890	120,815	48,711	49,122	32,454	11,100	11,655	12,238	12,850
State Aid	12,866,742	13,043,730	13,322,202	13,598,143	15,203,669	14,755,248	14,755,248	15,197,905	15,653,843
Federal Aid	92,792	119,312	90,915	189,551	55,500	90,000	90,000	90,000	90,000
Other (Includes Sale of Property, Misc.)	424,162	318,749	424,662	428,684	288,510	214,800	250,000	300,000	350,000
Interfund Transfers	0	0	8,000	8,000	10,000	18,000	30,000	100,000	200,000
Appropriated Fund Balance					1,400,000	900,000	900,000	1,000,000	900,000
<b>Total Revenues and Other Sources</b>	<b>\$20,928,175</b>	<b>\$21,186,299</b>	<b>\$21,629,051</b>	<b>\$22,161,311</b>	<b>\$24,921,872</b>	<b>\$24,334,794</b>	<b>\$24,549,462</b>	<b>\$25,382,953</b>	<b>\$26,063,159</b>
<b>Expenditures by Function</b>									
General Support	2,020,338	2,003,742	2,020,316	2,241,161	3,580,639	2,636,721	2,600,000	2,665,000	2,731,625
Instruction	10,105,756	10,459,445	11,127,182	11,532,092	11,355,491	12,563,003	12,600,000	12,978,000	13,367,340
Pupil Transportation	847,933	860,340	911,773	1,017,799	979,286	1,133,700	1,150,000	1,173,000	1,196,460
Employee Benefits	4,883,527	4,887,785	4,936,406	5,116,137	5,181,485	5,839,000	5,950,000	6,158,250	6,373,789
Debt Service (Principal and Interest)	1,107,975	1,075,362	1,229,579	1,237,304	1,491,287	1,652,370	1,652,365	1,934,380	1,934,835
Interfund Transfers	450,848	1,967,481	447,651	439,985	482,592	510,000	485,000	375,000	375,000
<b>Total Expenditures and Other Uses</b>	<b>\$19,416,377</b>	<b>\$21,254,155</b>	<b>\$20,672,907</b>	<b>\$21,584,478</b>	<b>\$23,070,780</b>	<b>\$24,334,794</b>	<b>\$24,437,365</b>	<b>\$25,283,630</b>	<b>\$25,979,049</b>
<b>Surplus (Deficit)</b>	<b>\$1,511,798</b>	<b>(\$67,856)</b>	<b>\$956,144</b>	<b>\$576,833</b>	<b>\$1,851,092</b>	<b>\$0</b>	<b>\$112,097</b>	<b>\$99,323</b>	<b>\$84,110</b>
<b>Budgetary Reserves</b>									
Fund Equity, Beg. of Year	\$3,408,588	\$4,920,386	\$4,852,530	\$5,808,674	\$6,485,507	\$6,936,599	\$6,911,539	\$7,006,789	\$7,030,649
Fund Equity, End of Year	4,920,386	4,852,530	5,808,674	6,485,507	6,936,599	6,936,599	7,006,789	7,030,649	7,114,758
Nonspendable and Restricted Fund Balance	3,182,752	2,393,939	2,839,526	3,781,946	3,804,992	3,500,000	3,500,000	3,500,000	3,500,000

## ❖ The Purpose and Benefit of Fund Balance Management

The Board of Education and Administration considers several aspects of Fund Balance in balancing the overall fiscal health of the District.

### **Why do we need Fund Balance?**

Fund balance is necessary in order to cover cash flow deficits in the summer and to plan for future liabilities as well as to accommodate unforeseen issues. A good Fund Balance Management Plan will substantially reduce or eliminate a negative effect on the normal operation of our District in order to accommodate liabilities that may arise. The General Fund budget voted upon by the community is established to pay for the expenses for that year. There is little room in that budget to pay for extraordinary or unanticipated expenses. We create Fund Balance with the idea that we can support future liabilities – known and unknown – without negatively affecting the instructional program or the taxpayers.

### **How is Fund Balance created?**

Fund Balance is created when unexpended funds remain at the end of the fiscal year primarily by the design and management of annual district budgets. Over the last several years, the General Brown Central School District Board of Education and Administration have been improving their efforts at prudent budget design. We have been conservative with our revenue estimates by acknowledging that the executive and legislative budget proposals are simply projections and estimates... not a guarantee of funding to the district. The actual dollars to be received from the state are not provided to us until November of the year following the vote. By being conservative, we avoid the risk of over stating budgeted revenues.

The appropriate development of the expenditure side of each budget is another area that has progressed and increased in accuracy in recent years. As a strategy to avoid unanticipated expenditures in the budget, the Board of Education strives to anticipate changes in regulations and student population. We receive updates from many sources in Albany and share information received by both the Superintendent and School Business Official from these sources in order to develop the most accurate financial plans possible. We work with the building administrators and department supervisors much more closely to determine changes in placements and programming for the future. Even after the budget is adopted, we monitor the fiscal plan on at least a weekly and sometimes more frequent basis looking for variances from our assumptions.

### **GASB 54**

As of June 30, 2011, GASB Statement Number 54, *Fund Balance Reporting and Governmental Fund Type Definitions*, was issued, which replaced fund balance classifications with the following:

## **Fund Balance Classifications**

***Nonspendable*** – consists of assets that are inherently nonspendable in the current period either because of their form or because they must be maintained intact, including prepaid items, inventories, long-term portions of loans receivable, financial assets held for resale, and principal of endowments.

***Restricted*** – consists of amounts that are subject to externally enforceable legal purpose restrictions imposed by creditors, grantors, contributors, or laws and regulations of other governments; or through constitutional provisions or enabling legislation.

***Committed*** – consists of amounts that are subject to a purpose constraint imposed by a formal action of the government's highest level of decision-making authority before the end of the fiscal year, and that require the same level of formal action to remove the constraint.

***Assigned*** – consists of amounts that are subject to a purpose constraint that represents an intended use established by the government's highest level of decision-making authority, or by their designated body or official. The purpose of the assignment must be narrower than the purpose of the general fund, and in funds other than the general fund, assigned fund balance represents the residual amount of fund balance.

***Unassigned*** – represents the residual classification for the government's general fund, and could report a surplus or deficit, limited to 4 percent of the annual budget.

### ❖ **Fund Balance and Reserve Plan**

Reserve Funds, like other savings plans, are mechanisms for accumulating cash for future capital outlays and other allowable purchases. The practice of planning ahead and systematically saving for contingencies is considered prudent management. The District feels strongly that Reserves must be funded adequately in order to serve as a revenue source during periods of economic downturn and/or State Aid decreases. This helps safeguard against the loss of educational programming/services and dramatic increases in the tax levy. The District uses conservative budgeting practices to ensure adequate funding of the following reserves and fund balance categories:

**Unassigned Fund Balance** – These funds are unrestricted and may be used for any valid purpose. They are used for unanticipated, unbudgeted expenditures.

**Funding Target:** Minimum 4% of the ensuing year's budget

**Assigned Appropriated Fund Balance** – These funds are set aside and returned to the community by lowering the required tax levy of the ensuing year's budget. They also provided the necessary cash flow during the summer months.

**Funding Target:** \$1,000,000 - \$1,500,000

**Unemployment Reserve** – This reserve fund is used to pay the cost of reimbursement to the State Unemployment Insurance Fund for payments made to claimants.

Funding Target: \$180,000 - \$260,000 (2-3% of payroll)

**Workers' Compensation Reserve** – The purpose of this reserve fund is to pay for compensation benefits and other expenditures authorized by Article 2 of the Workers' Compensation Law, and for payment of expenditures of administering this self-insurance program.

Funding Target: \$300,000 (Three years of anticipated medical expense claims and administrative costs)

**Capital Reserve** – The Capital Reserve Fund is used to pay the cost of any object or purpose for which bonds may be issued. Voter authorization is required for both the establishment of the reserve and payments from the reserve.

Funding Target: \$2,800,000

**Employee Benefit Accrued Liability** – The purpose of this account is to reserve funds for the payment of any accrued employee benefit due an employee upon termination of the employee's service.

Funding Target: \$200,000 (Actual calculated short-term liability for employees' unused accumulated leave time); will spend down reserve to meet target over next few years.

**Retirement Contribution Reserve** – This reserve fund is used to pay for district expenses to the NYS Employees' Retirement System only.

Funding Target: \$1,400,000 (Four years of anticipated contribution amounts)

**Teachers' Retirement System Reserve** – This is a sub-fund of the Retirement Contribution Reserve. This reserve fund is used to pay for district expenses to the NYS Teachers' Retirement System only.

Funding Target: The moneys contributed annually shall not exceed 2% of the total salaries of all teachers employed by the District who are members of TRS paid during the immediately preceding fiscal year. The funding target is 10% of the total compensation or salaries of all teachers employed by the District who are members of TRS paid during the immediately preceding fiscal year.

**General Brown Central School District  
Historical Review of Fund Balance  
2008-2009 to 2019-2020**

Year Ending	Unemployment Reserve	Retirement Reserve		Workers Comp Reserve	Employee Benefits Accrued Liability Reserve	Capital Reserve	Assigned Appropriated Fund Balance	Unassigned Fund Balance	TOTAL
		ERS	TRS						
2008-2009	\$360,985	\$452,676	\$0	\$0	\$0	\$0	\$1,490,000	\$1,292,015	\$2,782,015
2009-2010	\$327,096	\$454,424	\$0	\$0	\$0	\$0	\$1,195,355	\$2,268,903	\$4,245,778
2010-2011	\$301,605	\$773,551	\$0	\$203,049	\$90,255	\$0	\$1,195,000	\$816,000	\$3,379,460
2011-2012	\$274,135	\$457,419	\$0	\$113,563	\$81,083	\$0	\$895,000	\$420,820	\$2,242,020
2012-2013	\$263,932	\$50,419	\$0	\$17,563	\$28,475	\$0	\$459,345	\$0	\$819,734
2013-2014	\$233,939	\$50,419	\$0	\$17,563	\$11,126	\$0	\$895,000	\$677,822	\$1,885,869
2014-2015	\$233,939	\$1,150,419	\$0	\$117,563	\$101,193	\$0	\$895,000	\$781,430	\$3,279,544
2015-2016	\$233,940	\$1,150,419	\$0	\$117,563	\$101,236	\$1,500,000	\$895,000	\$789,337	\$4,787,495
2016-2017	\$233,940	\$1,350,419	\$0	\$267,563	\$241,270	\$0	\$895,000	\$1,492,604	\$4,480,796
2017-2018	\$233,942	\$1,350,419	\$0	\$267,563	\$223,800	\$750,000	\$910,000	\$2,016,014	\$5,751,738
2018-2019	\$238,677	\$1,377,727	\$135,000	\$272,974	\$229,025	\$1,514,743	\$1,400,000	\$1,158,801	\$6,326,947
2019-2020	\$242,078	\$1,397,789	\$135,000	\$276,864	\$213,818	\$1,525,641	\$900,000	\$2,120,689	\$6,811,879