

**Board of Education
Regular Meeting**

Minutes August 7, 2024

**ELMIRA HEIGHTS CENTRAL SCHOOL DISTRICT
ELMIRA HEIGHTS, NEW YORK**

Call to Order: The Regular Meeting of the Board of Education was called to order at 7:00 p.m. on August 7, 2024 by President Joseph Sullivan followed by the pledge of allegiance.

Members Present: Jody Buckley, Christopher Callas, Dominic Lucarelli, Terry Day, John Cole, Joseph Sullivan,

Member Absent: Mikki Yesesky

Others Present: Michael Gill, Martha Clark, Brandon Foley, Andy Billotte (Welliver), The Kirby Family

APPROVAL OF AGENDA/MINUTES

Agenda -

A motion was made by John Cole, seconded by Terrance Day and carried 6-0 to approve the agenda **with additions/updates** of the August 7, 2024 Board of Education Regular meeting session.

Minutes –

A motion was made by Christopher Callas, seconded Jody Buckley and carried 6-0 to approve the minutes of the following Board of Education Meetings: July 2, 2024 – Board of Education Reorganizational/Regular Meeting

Order of Business:

A motion was made by Terrance Day, seconded by Christopher Callas, and carried 6-0 to suspend the regular order of business to accommodate guests, special discussion topics and presentations in an order of business as deemed appropriate.

EXECUTIVE SESSION:

At 7:04pm a motion was made by Jody Buckley, seconded by Christopher Callas and carried 6-0 to enter executive session to discuss particular personnel matter and evaluation.

ADJOURN EXECUTIVE SESSION:

At 7:15pm a motion was made by Jody Buckley, seconded by John Cole, and carried 6-0 to adjourn executive session.

President moved to Awards: L-1 Reach New Heights Award – Eli Kirby
Middle School Principal, Brandon Foley presented a Reach New Heights Award to middle school student, Eli Kirby for being the first of Mr. Howe's students to score a 100 on the Living Environment Regents exam.

COMMENTS FROM THE PUBLIC AND STAFF

Michael Gill - Superintendent ♦ Summer is moving fast ♦ Admin and Teacher teams attending PLC, RTI, Leadership workshops and trainings ♦ Buildings and Grounds working so hard especially with the hurdles of construction, ESY, Summer Cohesion, some rooms will need to be addressed over breaks (waxing floors) ♦ Topics from NYSED – cell phone ban, more local control the better. Blue Ribbon Commission – identify/recommend pathways to graduation; challenge for small districts – staff to support many pathways, finite supply of resources, cuts on foundation aide, regionalization – sharing among districts. ♦ Virtual School – State Ed is researching how to do this and piloting a state program with incarcerated students. State of PA already has this and the student can graduate with diploma.

Brandon Foley – Middle School Principal ♦ Changes to Career and Technical Education teacher – reviewed CTE programming options at the middle levels. ♦ Reviewed School Comprehensive Education Plan for 2024-25, explaining commitments and strategies to implement this plan to meet academic needs. Start day with “Advisory” period of 30 minutes of review/reteach, also WIN period focus on Math/ELA. ♦ Inside master schedule, there will be room for grade level meetings, grade level PLT and content level PLT. ♦ Student/Staff survey results with just above half percent felt learning capabilities were met. ♦ Lots of options for CTE teacher at CMS, moving forward to Family and Consumer Science hire.

Martha Clark – Business Manager ♦ Audit begins next week.

PERSONNEL:

A motion was made by John Cole, seconded by Jody Buckley and carried 6-0 to approve the following recommended personnel items F-1 through F-2 including updates/corrections to F-2c, and being further resolved that upon receipt of final clearance from the State Education Department, any conditional appointments shall be changed to regular appointments, reflecting the effective date of said Board meeting.

F-1 Resignation/Termination/Retirements

Resignations

- a. Resignation, pending approval of appointment below, of Gina Margeson as Elementary teacher, to accept position in the Special Education tenure area effective August 8, 2024. Ms. Margeson acknowledges she will be voluntarily giving up her current tenure area to accept a position in a new tenure area if appointed below.
- b. Resignation, pending approval of appointment below, of Meagan Rice from her position of Teacher Aide (Cafeteria), effective August 7, 2024, to accept a new position of Teaching Assistant. Ms. Rice acknowledges that she is voluntarily giving up her current probationary position to accept a position in a tenure area.

F-2 Appointments

Recommendation to approve the following personnel. Be it further resolved that upon receipt of final clearance from the State Education Department, any conditional appointments shall be changed to regular appointments, reflecting the effective date of said Board meeting.

- a. Recommendation to add the personnel appointments to the July 2, 2024 Reorganization Meeting for the 2024-25 school year:

ss.	District Dignity Act Coordinator	<u>Cristi Pesco</u>
tt.	Designee for Residency Determinations	<u>Krissy McNamara</u>

- b. Recommendation to approve the following substitute(s) for the 2024-2025 school year:

Substitute Teacher: Cole Barber Katelyn Holden
Substitute Support: Katelyn Holden Christine Pesesky

- c. Recommendation to approve the following probationary appointments:

Gina Margeson

*Tenure Area: Special Education

Effective: August 8, 2024

**Probationary Period: three (3) years effective August 8, 2024 through August 7, 2027

Certification: Professional Special Education B-2

Total Compensation per EHTA Contract: No change for the current school year

*Mrs. Margeson acknowledges she is voluntarily giving up her current tenure area to accept a position in a new tenure area.

Justine Terry

Tenure Area: Family and Consumer Sciences

Effective: August 8, 2024

**Probationary Period: four (4) years effective August 8, 2024 through August 7, 2028

Certification: Initial Family and Consumer Sciences (CTE) expires August 31, 2029

Total Compensation per EHTA Contract: \$48,225 (Step 1 with 22 credits)

Jessie Martin

Tenure Area: Elementary Education

Effective: August 8, 2024

**Probationary Period: four (4) years effective August 8, 2024 through August 7, 2028

Certification Area: Initial Childhood Education B-2 expires August 31, 2029

Total Compensation per EHTA Contract: \$47,707 (Step 1 with 15 credits)

Meagan Rice

Teaching Assistant

Effective: August 8, 2024

**Probationary Period: four (4) years effective August 8, 2024 through August 7, 2028

Certification: Teaching Assistant Level I expires August 31, 2027

Total Compensation per EHESSA Contract: \$18.76/hr (Step 1)

Connor Thorpe

Tenure Area: Secondary Social Studies

Effective: August 8, 2024

****Probationary Period:** four (4) years effective August 8, 2024 - August 7, 2028
Certification: Initial Social Studies 7-12 expires August 31, 2029
Total Compensation per EHTA Contract: \$48,225 (Step 1 with 22 credits)

****To the extent required by the applicable provisions of Education law §§2509, 2573, 3212 and 3014, in order to be granted tenure the classroom teacher or building principal shall have received composite or overall annual professional performance review ratings pursuant to Education law §3012-c and/or 3012d of either effective or highly effective in at least three (3) of the four (4) preceding years. If the classroom teacher or building principal receives an ineffective composite or overall rating in the final year of the probationary period he or she shall not be eligible for tenure at that time. For purposes of this subdivision, classroom teacher and building principal mean a classroom teacher or building principal as such terms are defined in Sections 30-2.2 and 30-3.2 of this part.**

d. Extracurricular

The Board appointed the following list of Extracurricular appointments for the 2024-2025 school year:

<u>Position</u>	<u>Appointee</u>	<u>Level</u>	<u>Year</u>	<u>Stipend</u>
Freshman Class Co-Advisor	Rachel Baumgardner	1	1	\$978.54
Freshman Class Co-Advisor	Kathryn Shilling	1	1	\$978.54

e. Coaching

The Board appointed the following list of coaches for the 2024-25 school year pending all certification requirements.

<u>Sport</u>	<u>Coach</u>	<u>Level</u>	<u>Year</u>	<u>Stipend</u>
Modified Football	Kieran Goodwin	1	1	\$2,423.04

FINANCIAL

G-1 Reports - acknowledged

A motion was made by Terrance Day, seconded by Jody Buckley, and carried 6-0 to acknowledge the following consent financial reports G1a thru G1f.

- a. Budget Status Report as of July 31, 2024
- b. Revenue Status Report as of July 31, 2024
- c. Budget Transfer Report as of July 31, 2024
- d. Treasurer’s Report for June 2024
- e. Claims Auditor Report for June 2024
- f. Extra Classroom Report for June 2024

G-2 Tax Warrant 2024-25

A motion was made by John Cole, seconded by Christopher Callas, and carried 6-0 to approve the 2024-2025 tax warrant, authorizing the collection of \$8,562,056, with the town tax rates per \$1000.00 being:

Big Flats \$19.963635 Elmira \$ 24.517652 Horseheads \$ 19.398044

FACILITIES

The updates below were reviewed in the attached Construction report provided by Andy Billotte from Wellliver.

- H-1 Capital Project 2021 / Energy Performance Contract (EPC)
- H-2 Capital Project 2024 Update - Transportation Facility

OLD BUSINESS - No items

NEW BUSINESS

J-1 EHTA MOA – Dean of Students Stipend Spring 2024

A motion was made by Terrance Day, seconded by John Cole, and carried 6-0 to approve the Memorandum of Agreement between the Superintendent of Schools of Elmira Heights Central School District and the Elmira Heights Teachers Association appointing teacher, Nicole Rosno as interim Dean of Students at Cohen Elementary during the months of May and June 2024.

CONSENT

A motion was made by Dominic Lucarelli, seconded by Christopher Callas, and carried 6-0 to approve the following consent agenda items K-1 through K-4.

K-1 School Related Group – Project Graduation – recognized

The Board recognized the Project Graduation as a school-related group for the 2024-25 school year.

K-2 2024-25 MOU EOP - approved

The Board approved the Memorandum of Understanding between the Elmira Heights CSD and E.O.P. Birth-5 School Readiness Program for preschool children special education services, effective July 1, 2024 through June 30, 2025.

K-3 NYCLASS - approved

The Board approved the NYCLASS (New York Cooperative Liquid Assets Securities System) be added as one of the designated official depositories for all funds; and that the Treasurer of the District be authorized to sign checks and drafts of the District.

K-4 Athletic Training Services Agreement - approved

The Board approved the service agreement between the Elmira Heights Central School District and the Arnot Health System for a period of August 19, 2024 to June 25, 2025 to cover athletic training needs at Thomas Edison High School.

AWARDS

L-1 Reach New Heights Award – Eli Kirby (presented at beginning of meeting)

Communications- no items

Discussion Topics

- N-1 Board of Education Vice President – the board reviewed options of not having a VP and appoint chairperson for meetings when President is not in attendance. After brief discussion, the board agreed to have a Vice President and take another vote at September meeting when the full board is in attendance.
- N-2 Professional Learning Community (PLC) Initiative Update – Superintendent Gill reviewed a slideshow presentation on the “Big Ideas” on what the staff have been working on in the Professional Learning Community trainings and workshops through SolutionTree cohort. “It’s a process, not a program”.
- N-3 CMS School Comprehensive Education Plan 2024-25 – Mr. Foley reviewed during Administrator Report
- N-4 Career and Technical Education (CTE) update – Mr. Foley reviewed during Administrator Report

NEXT MEETING

Wednesday	August 21, 2024	Regular BOE Meeting (if needed)	7:00 pm	Comm Rm
Wednesday	August 28, 2024	Annual Inspection/BOE Mtg (if needed)	TBD	District
Wednesday	August 28, 2024	Board Retreat (<i>following Annual Inspection</i>)		
Wednesday	September 4, 2024	Regular BOE Meeting	7:00 pm	Comm Rm

2nd EXECUTIVE SESSION:

At 9:30pm a motion was made by Christopher Callas, seconded by Dominic Lucarelli and carried 6-0 to enter executive session to discuss negotiations and superintendent evaluation.

ADJOURN 2nd EXECUTIVE SESSION:

At 10:12pm a motion was made by Terrance Day, seconded by John Cole, and carried 6-0 to adjourn executive session.

ADJOURNMENT – At 10:14pm motion was made by Jody Buckley, seconded by Terrance Day, and carried 6-0 to adjourn the meeting.

Clerk

Possible Schedules for CMS Students

6th Grader - Brandon (IEP)	7th Grader - Krissy	8th Grader - Tom
<p>Data NYS Test Scores (23/24)</p> <ul style="list-style-type: none"> ● Math - 2 ● ELA - 1 <p>i-Ready</p> <ul style="list-style-type: none"> ● Math - Early 3rd ● Reading - Mid 4th <p>Grade Level Assessments</p> <ul style="list-style-type: none"> ● Math - Failing ● ELA - Failing 	<p>Data NYS Test Scores (23/24)</p> <ul style="list-style-type: none"> ● Math - 4 ● ELA - 3 <p>i-Ready</p> <ul style="list-style-type: none"> ● Math - Late 6th ● ELA - Early 7th <p>Grade Level Assessments</p> <ul style="list-style-type: none"> ● Math - High 90s ● ELA - High 90s 	<p>Data NYS Test Scores (23/24)</p> <ul style="list-style-type: none"> ● Math - 4 ● ELA - 4 <p>i-Ready</p> <ul style="list-style-type: none"> ● Math - Early 9th ● ELA - Late 8th <p>Grade Level Assessments</p> <ul style="list-style-type: none"> ● Math - High 90s ● ELA - High 90s
<p>2024 - 2025 Schedule</p> <p>Advisory (ELA/Math Tier 2)</p> <ol style="list-style-type: none"> 1. 15:1 ELA 2. 15:1 Math 3. Band/PE 4. Lunch/WIN <ol style="list-style-type: none"> a. A days - ELA b. B days- Math 5. Social Studies (Sup) 6. Science (Sup) 7. Resource Room 8. Technology 	<p>2024 - 2025 Schedule</p> <p>Advisory - Extensions</p> <ol style="list-style-type: none"> 1. PE/Technology 2. Accelerated Math 3. FACS 4. ELA 5. Lunch/WIN <ol style="list-style-type: none"> a. GSH 6. Social Studies 7. Science 8. Choir/Band 	<p>2024 - 2025 Schedule</p> <p>Advisory - Extensions</p> <ol style="list-style-type: none"> 1. Algebra * 2. Social Studies 3. Spanish * 4. General Music/PE 5. ELA 6. Lunch/WIN <ol style="list-style-type: none"> a. GSH 7. Living Environment * 8. Health/Art

8th Grader - Mike	2024 - 2025 Schedule
<p>NYS Test Scores (23/24)</p> <ul style="list-style-type: none"> ● Math - 3 ● ELA - 3 <p>i-Ready</p> <ul style="list-style-type: none"> ● Math - Early 2nd ● ELA - Kindergarten <p>Grade Level Assessments</p> <ul style="list-style-type: none"> ● Math - 60s ● ELA - Failing 	<p>Advisory (ELA/Math Tier 2)</p> <ol style="list-style-type: none"> 1. Science 2. FACS 3. ELA 4. Social Studies 5. Lunch/WIN <ol style="list-style-type: none"> a. Social/Emotional Support * 6. Technology/PE 7. Math 8. Band/Study Hall

Changes to Career and Technical Education at Elmira Heights CSD

As the Elmira Heights CSD concluded the 2023-2024 school year, several teaching and teaching assistant positions became vacant due to retirements and departures to other districts. One notable vacancy is the Career and Technical Education (CTE) position, previously held by Andrea Edgerton, who taught Personal Finance at the middle school and various business classes at the high school. This position has traditionally been shared between the middle and high schools, focusing on business education.

New York State recognizes six certification areas within CTE:

- Agriculture
- Business & Marketing
- Family and Consumer Sciences (FACS)
- Health and Science
- Technology
- Trade and Technical

After extensive discussions among the CTE interview committee, secondary principals, and Mr. Gill, we decided to hire a Family and Consumer Sciences teacher. This decision aligns with New York State CTE requirements and addresses the instructional needs of our students.

Cohen Middle School is well-equipped with a dedicated FACS space (Room 116), featuring multiple stoves, sinks, a refrigerator, washer and dryer, sewing stations, and a large classroom area. Despite its capabilities, this room has not been utilized as a FACS room for the past four years due to the absence of a program.

The FACS curriculum includes essential life skills such as cooking, cleaning, laundry, sewing, and problem-solving. These skills are crucial for all students before entering post-secondary education or the workforce. The curriculum is designed to be both engaging and rewarding.

While Edison High School currently lacks a dedicated FACS space, there is a long-term goal to develop such a facility. In the interim, the FACS teacher can provide instruction in various relevant subjects, such as Careers in Health and Human Services, Lifespan Studies, Child Development, Parenting, and Food Science. We aim to establish a dedicated FACS space within the next three to five years.

Although we do not have a certified Business and Marketing teacher, business courses such as personal finance, entrepreneurship, and accounting can still be taught by math teachers at the high school.

We are confident that hiring a Family and Consumer Sciences teacher will meet our students' needs while continuing to offer essential business education. Our goal is to develop a robust FACS program that equips all students with necessary life skills, regardless of their post-secondary plans, while also providing exposure to business curricula.

Elmira Heights Central School District

Construction Report

08/07/24

Joseph Sullivan Sr., President

Jody Buckley, Christopher Callas, John Cole, Terry Day

Mikki Yesesky and Dominic Lucarelli

Michael F. Gill, Superintendent

Martha Clark, School Business Executive

Todd VanHouten Director of Facilities & Transportation Supervisor



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Section 2.....Capital Project Budget Report

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SECTION 1

CAPITAL PROJECTS STATUS REPORT

EHCS D Board Meeting
08/07/24

1. PROJECT UPDATES CURRENT BUILDING PROJECT

a. 23-24 Outlay – The project is complete and closed out.

b. Capital and Federal Funding – At Edison final masonry restoration, installation of final windows and window shades have been completed. Painting of select classroom walls will be completed in August around the schools activities. Installation of the new College Avenue digital sign is scheduled for the middle of August. Boiler room floor painting will be completed this Fall. Exterior painting of the entrance metal roof and exterior cafeteria eating area canopy will be completed this fall. New tables for the exterior cafeteria sitting area will also arrive this fall. A large amount of mechanical work is occurring on the second and third floors along with mechanical spaces. Work in the chiller mechanical space is wrapping up. Over the prior month piping and equipment has been installed in the third floor classrooms and second floor classroom ceilings. New unit ventilators are being installed within the third floor classrooms. Installation started at the North end of the building and is currently heading South. When the hill side of the third floor is complete operations will move across the hall and be completed South to North. Every week classrooms will be turned over for cleaning and occupancy. Cooling of the third floor will be functional for the start of the upcoming school year. On the Cohen site, demolition activities are concluding and new paving, concrete and landscaping operations are being completed. All site work with the exception of concrete pads at the playground for new benches will be complete for the start of the upcoming school year. The Intermediate library carpeting has been completed. Painting and wall covering of the Intermediate library will be completed in August. Immediately following painting, furniture and books will be reinstalled in the library. Painting of stairwells will continue throughout the facility until all painting is completed. Carpeting and painting of the Elementary office area has been completed. Upgrade of the Cohen electrical service was completed and functional week of July 22nd. Along with the NYSEG work, the building generator was upgraded to provide the appropriate voltage, to power the building with the aforementioned upgrade. In the coming week the existing domestic hot water system will be removed and installation of the new plate system, that utilizes the existing boilers, will be installed. At the Intermediate office new framing, electrical rough in and gypsum wall board work is wrapping up. Carpet has been installed in the renovated office spaces. Two items that will not be completed for the start of the upcoming school year are the Auditorium rooftop unit and the Intermediate office conference room. The Intermediate entrance and corridor, along with the classrooms across from the office and the main office will be available for the start of the school year. New furniture will arrive for the office in September and will be installed as soon as possible. Work on the conference room will continue until completion in September. The Auditorium roof top unit work is planned to begin at the end of September beginning of October and be completed at the end of October. A health and safety walk through of both buildings will be completed August 27th to ensure all facilities are ready for Staff and Students.

SECTION 1

CAPITAL PROJECTS STATUS REPORT

c. Energy Performance Contract – Day Automation has provided a post installation energy savings report along with their closeout documents. Welliver and Hunt will review all materials to allow Day to receive final payments and closeout the project.

d. 24-25 Outlay – The technical and project management review has been completed by the State. With this recent approval the project will get underway. Work is anticipated to be completed Fall 24' and Winter 25'. All scope is located at the Cohen building.

2. PROJECT UPDATE TRANSPORTATION AND BUILDING WORK

a. Phase I & II Bus Garage and Building Work – Hunt has delivered design development drawings to Welliver for estimating. Phase I and II includes all of the seventeen million dollar project scope. Welliver has reviewed and asked a number of questions to begin working on the design development estimate. Estimating findings will be reported in September. Submission of phase I to the New York State Education Department is anticipated to occur August 12th. Phase I includes the bus garage site and foundations. Phase II includes Cohen and Edison renovations and the Bus Garage building. Phase II is still under design and will be submitted to the State this Fall.

**Elmira Heights Central School District Capital
Project Budget Report**

Project Referendum

Board Budget Modifications

EHCSD Project Costs

School	Original Budget Program	BOE Approved Budget	Bid Day Construction Costs	Phase of Project	Project Contingency Less Change Orders to Date	Executed Change Orders to Date	Construction Costs	Incidental Costs	State Contract	Total Project Costs	BOE approved Budget Vs. Total Project Costs
Capital	10,475,000	10,475,000	6,485,795	Construction	100,083	461,030	7,046,908	1,774,765	1,225,331	10,047,004	(427,996)
Federal Funding	1,186,560	1,186,560	927,705	Construction	-	-	927,705	162,595	100,000	1,190,300	3,740
Column Totals:	11,661,560	11,661,560	7,413,500		100,083	461,030	7,974,613	1,937,360	1,325,331	11,237,304	(424,256)

Funding Resources:	11,661,560
Total Project Costs:	11,237,304

Variance:	424,256
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ID	Task Name	Duration	Start	Finish	2023		Half 2, 2023				Half 1, 2024			Half 2, 2024				Half 1, 2025			Half 2, 2025				Half 1, 2026			Half 2, 2026				Half 1
					M	M	J	S	N	J	M	M	J	S	N	J	M	M	J	S	N	J	M	M	J	S	N	J	S	N	J	
1	Elmira Heights Capital Project	975 days	Mon 4/3/23	Fri 12/25/26																												
2																																
3																																
4	Capital Project \$10.475 + Federal Funding	455 days	Mon 4/3/23	Fri 12/27/24																												
5	Construction	410 days	Mon 4/3/23	Fri 10/25/24																												
6	Edison	350 days	Mon 6/26/23	Fri 10/25/24																												
7	Boiler floor painting	350 days	Mon 6/26/23	Fri 10/25/24																												
8	Cohen	120 days	Mon 4/15/24	Fri 9/27/24																												
9	Middle School Main Office and Computer Renovations	120 days	Mon 4/15/24	Fri 9/27/24																												
10	Main Office	100 days	Mon 4/15/24	Fri 8/30/24																												
11	Conference Room	120 days	Mon 4/15/24	Fri 9/27/24																												
12	RTU Replacement	100 days	Mon 4/15/24	Fri 8/30/24																												
13	HVAC Work	45 days	Mon 7/1/24	Fri 8/30/24																												
14	Classroom Unit Ventilator Replacement	40 days	Mon 7/1/24	Fri 8/23/24																												
15	Third floor Climate Control	45 days	Mon 7/1/24	Fri 8/30/24																												
16	Unit tie in and controls	45 days	Mon 7/1/24	Fri 8/30/24																												
17	Site Work	15 days	Mon 7/22/24	Fri 8/9/24																												
18	Mill and pavement	15 days	Mon 7/22/24	Fri 8/9/24																												
19	Closeout	81 days	Sat 9/7/24	Fri 12/27/24																												
20																																
21	Capital Outlay 24-25	175 days	Mon 10/7/24	Fri 6/6/25																												
22	Construction	145 days	Mon 10/7/24	Fri 4/25/25																												
23	Closeout	30 days	Mon 4/28/25	Fri 6/6/25																												
24																																
25	Elmira Heights Capital Project \$17.875	725 days	Mon 3/18/24	Fri 12/25/26																												
26																																
27	Capital Project	725 days	Mon 3/18/24	Fri 12/25/26																												
28	Phase I (Bus Maintenance Site & Founda	630 days	Mon 3/18/24	Fri 8/14/26																												

Project: Heights Pre Ref 622-21 Date: Fri 8/2/24	Task	Project Summary	Inactive Milestone	Manual Summary Rollup	Deadline	↓
	Split	External Tasks	Inactive Summary	Manual Summary	Progress	Progress
	Milestone	External Milestone	Manual Task	Start-only	Manual Progress	Progress
	Summary	Inactive Task	Duration-only	Finish-only	Manual Progress	Progress

ID	Task Name	Duration	Start	Finish	2023		Half 2, 2023					Half 1, 2024					Half 2, 2024					Half 1, 2025					Half 2, 2025					Half 1, 2026					Half 2, 2026					Half 1
					M	M	J	S	N	J	M	M	J	S	N	J	M	M	J	S	N	J	M	M	J	S	N	J	M	M	J	S	N	J								
29	Design	180 days	Mon 3/18/24	Fri 11/22/24																																						
30	Construction Documents	94 days	Mon 3/18/24	Thu 7/25/24																																						
31	Welliver Estimate	35 days	Mon 7/29/24	Fri 9/13/24																																						
32	Estimate Delivery	25 days	Mon 7/29/24	Fri 8/30/24																																						
33	Estimate Reconciliation	9 days	Mon 9/2/24	Thu 9/12/24																																						
34	Present Estimate to Owner	1 day	Fri 9/13/24	Fri 9/13/24																																						
35	SED Submission	1 day	Mon 8/12/24	Mon 8/12/24																																						
36	SED Review	121 days	Mon 8/12/24	Mon 1/27/25																																						
37	SED Approval	1 day	Mon 1/27/25	Mon 1/27/25																																						
38	Bid Period	20 days	Thu 1/30/25	Wed 2/26/25																																						
39	Bid Opening	1 day	Wed 2/26/25	Wed 2/26/25																																						
40	Board Award	1 day	Wed 3/5/25	Wed 3/5/25																																						
41	Construction	355 days	Mon 4/7/25	Fri 8/14/26																																						
42	Bus maintenance facility site & Found	355 days	Mon 4/7/25	Fri 8/14/26																																						
43	Lead time for electrical equipment & generator	265 days?	Mon 4/7/25	Fri 4/10/26																																						
44	Closeout	85 days	Mon 3/2/26	Fri 6/26/26																																						
45																																										
46	Phase II (Bus Maintenance building & all other scope at Cohen & Edison)	650 days?	Mon 7/1/24	Fri 12/25/26																																						
47	Design	170 days	Mon 7/1/24	Fri 2/21/25																																						
48	Design Development	19 days	Mon 7/1/24	Thu 7/25/24																																						
49	Welliver Estimate	35 days	Mon 7/29/24	Fri 9/13/24																																						
50	Estimate Delivery	25 days	Mon 7/29/24	Fri 8/30/24																																						
51	Estimate Reconciliation	9 days	Mon 9/2/24	Thu 9/12/24																																						
52	Present Estimate to Owner	1 day	Fri 9/13/24	Fri 9/13/24																																						
53	Construction Documents	40 days	Mon 9/16/24	Fri 11/8/24																																						
54	Welliver Estimate	35 days	Mon 1/6/25	Fri 2/21/25																																						

Project: Heights Pre Ref 622-21
Date: Fri 8/2/24

Task	Project Summary	Inactive Milestone	Manual Summary Rollup	Deadline	↓
Split	External Tasks	Inactive Summary	Manual Summary	Progress	Progress
Milestone	External Milestone	Manual Task	Start-only	Manual Progress	Progress
Summary	Inactive Task	Duration-only	Finish-only	Manual Progress	Progress

ID	Task Name	Duration	Start	Finish	2023		Half 2, 2023			Half 1, 2024			Half 2, 2024			Half 1, 2025			Half 2, 2025			Half 1, 2026			Half 2, 2026			Half 1
					M	M	J	S	N	J	M	M	J	S	N	J	M	M	J	S	N	J	M	M	J	S	N	J
55	Estimate Delivery	25 days	Mon 1/6/25	Fri 2/7/25																								
56	Estimate Reconciliation	9 days	Mon 2/10/25	Thu 2/20/25																								
57	Present Estimate to Owner	1 day	Fri 2/21/25	Fri 2/21/25																								
58	SED Submission	1 day	Fri 11/8/24	Fri 11/8/24																								
59	SED Review	119 days	Fri 11/8/24	Wed 4/23/25																								
60	SED Approval	1 day	Wed 4/23/25	Wed 4/23/25																								
61	Bid Period	19 days	Mon 4/28/25	Thu 5/22/25																								
62	Bid Opening	1 day	Thu 5/22/25	Thu 5/22/25																								
63	Board Award	1 day	Wed 6/4/25	Wed 6/4/25																								
64	Construction	300 days	Mon 7/14/25	Fri 9/4/26																								
65	Bus maintenance facility	265 days	Mon 8/11/25	Fri 8/14/26																								
66	Edison	230 days	Mon 8/11/25	Fri 6/26/26																								
67	West Roof replacement	190 days	Mon 10/6/25	Fri 6/26/26																								
68	Roof deck repair	10 days	Mon 8/11/25	Fri 8/22/25																								
69	Alternate scope	190 days	Mon 10/6/25	Fri 6/26/26																								
70	District office roof	190 days	Mon 10/6/25	Fri 6/26/26																								
71	Nurses office and South East roof	190 days	Mon 10/6/25	Fri 6/26/26																								
72	Cohen	235 days	Mon 10/13/25	Fri 9/4/26																								
73	Column base	5 days	Mon 10/13/25	Fri 10/17/25																								
74	Window replacement	120 days	Mon 3/2/26	Fri 8/14/26																								
75	Security glazing at elementary main	10 days	Mon 12/22/25	Fri 1/2/26																								
76	Boiler replacement	40 days	Mon 6/1/26	Fri 7/24/26																								
77	Boiler pump replacement	40 days	Mon 6/1/26	Fri 7/24/26																								
78	Elevator modernization	100 days	Mon 4/20/26	Fri 9/4/26																								
79																												
80	Closeout	131 days	Fri 6/26/26	Fri 12/25/26																								

Project: Heights Pre Ref 622-21 Date: Fri 8/2/24	Task		Project Summary		Inactive Milestone		Manual Summary Rollup		Deadline	
	Split		External Tasks		Inactive Summary		Manual Summary		Progress	
	Milestone		External Milestone		Manual Task		Start-only		Manual Progress	
	Summary		Inactive Task		Duration-only		Finish-only			





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Professional Learning Communities

A Process not a Program



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Professional Learning
Community

Professional learning communities (PLCs) are schools that empower educators to work **collaboratively** in recurring cycles of collective inquiry and **action research** to achieve better results for the students they serve.

All Students.

Professional Learning Community

3 Big Ideas:

Big Idea #1: Ensuring ALL Students Learn

Big Idea #2: Building a Culture of Collaboration

Big Idea #3: Focusing on Student Outcomes

Big Idea #1: Ensuring Students Learn

1. What is it we expect students to learn? (Essential Standards)
2. How will we know when they have learned it? (Assessment data)
3. How will we respond when they haven't learned? (RTI/MTSS)
4. How will we respond when they already know it? (RTI/MTSS)

Big Idea #1: Ensuring ALL Students Learn

1. What is it we expect students to learn? (Essential Standards)
 - a. Essential Standards
2. How will we know when they have learned it? (Assessment data)
 - a. Formative Assessments
3. How will we respond when they haven't learned? (Supports in RTI/MTSS)
 - a. Supports - Grade Level Essential Standards
 - b. RTI - Response to Intervention.
 - c. MTSS - Multi-Tiered System of Supports.
4. How will we respond when they already know it? (Extensions in RTI/MTSS)
 - a. Extensions - Extending to learning into the Essential Standard +/- *nice-to-knows*.

Big Idea #2: Building a Culture of Collaboration

Formation of Guiding Coalitions

- Spring 2022-2023 School Year
- Membership? *Applications and statements of interest*
- Series of introductory meetings Spring of 2023: PLC Basics
 - Focus Areas: RTI, social emotional supports, data-driven instruction
 - Book Study: "Powerful Guiding Coalitions" by Bill Hall

Big Idea #2: Building a Culture of Collaboration

Fostering Learning for our Guiding Coalitions 2023-2024

- GC's met two times per month collaborating and learning about the PLC Process
- Combination of presentations and learning experiences led by Jess Green, BOCES Curriculum Coordinator, and Mike Gill, Superintendent, with significant set-up and design by Carol Cady, .
 - Focus Areas: Professional Learning Teams (PLTs) Best practices to include Norms, and trainings to begin to work on Essential Standards.
- Members participated in various PLC Cohort trainings throughout the year
- GC Members led discussions and trainings on PLC's at Faculty Meetings!!
 - Teacher-Leaders

PLC Cohort

Year One = Q #1

*Some work conwill continue into 24-25

Q #1

What is it we expect students to learn?

Formation of Professional Learning
Teams (PLTs)

Identify **Essential Standards**

PLC Cohort

Year Two = Q #2

Big Idea #3:

Focusing on Student Outcomes

*Some work conwill continue into 25-26

Q #2

How will we know when they have learned it?

Common Formative Assessments

Cont'd development of PLTs.

Big Idea #3:

Focusing on Student Outcomes

PLC Cohort

Year Three = **Q #3 + #4**

Improve PLT Time.

*Targeting Fall 2026 for full implementation

Q #3 + #4

3. How will we respond when they haven't learned?
4. How will we respond when they already know it?

Supports & Extensions

Response to Intervention

&

Multi-Tiered System of Supports

PLC

Professional Learning
Community

Professional learning communities (PLCs) are schools that empower educators to work **collaboratively** in recurring cycles of collective inquiry and **action research** to achieve better results for the students they serve.

All Students.

Cohort Work Participation in PD

Training Attendance: Half or Full Day Virtual Trainings, beyond reg meetings.

- **95%** (35/37) attended at least one training
- **70%** (26/37) attended two or more trainings
- **46%** (17/37) attended three or more trainings

Additional Participants: 20 teachers outside Guiding Coalition

Direct Impact on our teachers professional growth!

Status Check - Thomas A. Edison High School

Grades: 9-12
Students: 330

Accomplishments in 2023-2024:

- Discussions and training on PLC norms during faculty meetings
- Completion of essential standards for core departments (classes leading toward Regents Exams)
- Planned PD sessions for essential standards work

Focus for 2024-2025:

- Increase PLT time through Half Days added to the school year schedule.
- Complete Essential Standards
- Vertically align standards
- Identify & Align Assessments to Essential Standards
- Review and adapt schedule to facilitate PLC processes and best practices.

Status Check - Cohen Middle School

Grades: 6-8
Students: 240

Accomplishments in 2023-2024:

- Discussions and training on PLC norms during faculty meetings
- Completion of essential standards for core departments
- Planned PD sessions for essential standards work
- Reviewed Master Schedule for PLC Process adaptations

Focus for 2024-2025:

- Increase PLT time through Half Days added to the school year schedule.
- Complete Essential Standards
- Vertically align standards
- Identify & Align Assessments to Essential Standards
- [Begin to tune-in CMS Scheduled Intervention blocks as PLTs grow in PLC practices.](#)

Status Check - Cohen Elementary School

Grades: 6-8

Students: 450

Accomplishments in 2023-2024:

- Weekly PLT meetings with special education support
- Math essential standards completed, targeting ELA fall 2024
- Audited assessments for future standards work
- Adapted Master Schedule for 2024-2025 for increased PLT time
 - Adapted Intervention blocks & staff schedules to support learning interventions

Focus for 2024-2025:

- Increase PLT time through Half Days added to the school year schedule.
- Complete Essential Standards
- Vertically align standards
- Identify & Align Assessments to Essential Standards
- [Begin to tune-in COE Scheduled Intervention blocks as PLTs grow in PLC practices.](#)

Status Check - District-Wide PLTs

Teams: PE, Art, Music, etc.

Accomplishments in 2023-2024:

- Began establishing essential standards

Activities:

- Vertical alignment of standards
- Facilitating interests in vertical content area alignment

Focus for 2024-2025:

- Increase PLT time through Half Days added to the school year schedule.
- Complete Essential Standards
- Vertically align standards
- Identify & Align Assessments to Essential Standards

Heights PLC

Additional Professional
Development Opportunities

Solution Tree Workshops and Conferences

- PLC A-Team participation & Teaching Staff

Book Studies:

Admin+

"Powerful Guiding Coalitions" by Bill Hall

"A Time for Change" by Muhammad and Cruz

Upcoming:

"Responding to Resisters" by Sommers

"A Way Forward" by Muhammad

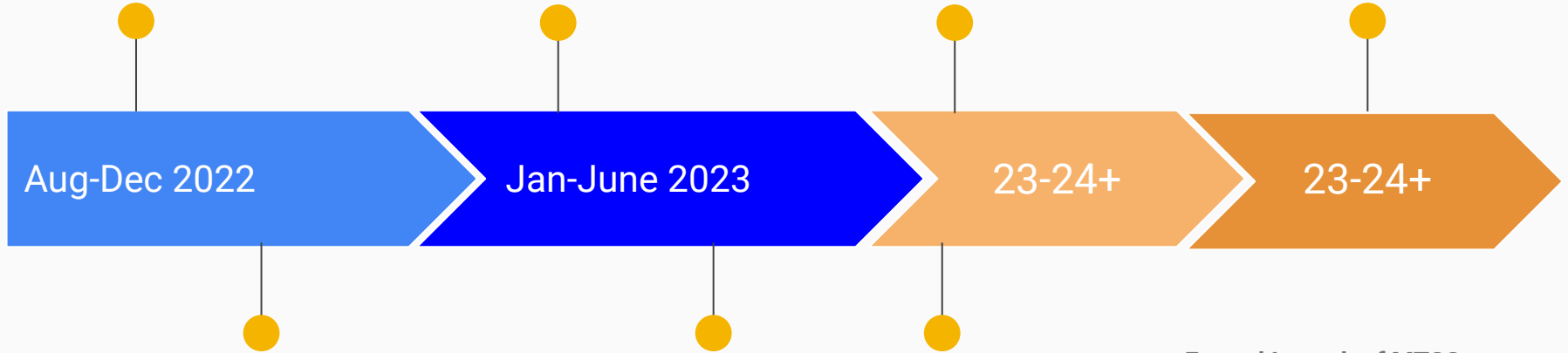
*Book Study with ALL new/non-teachers

MTSS Committee: formed and begins review of current systems of support.

MTSS/RTI Conference Series With Solution Tree.

Formal Launch of MTSS Initiative and multi-year plan: At the January Conference Day the multi-year plan is outlined for all teaching staff, themed "Believe".

NY PLC at Work Project: Members of the 1st Cohort of Dist. partnering with Solution Tree to further the PD opportunities and embedded work with consultants.



MTSS/RTI Conference Series:
August: 16 staff participate in a Virtual Conference.
October: 10 staff members attend in-person conference in Louisville, KY.

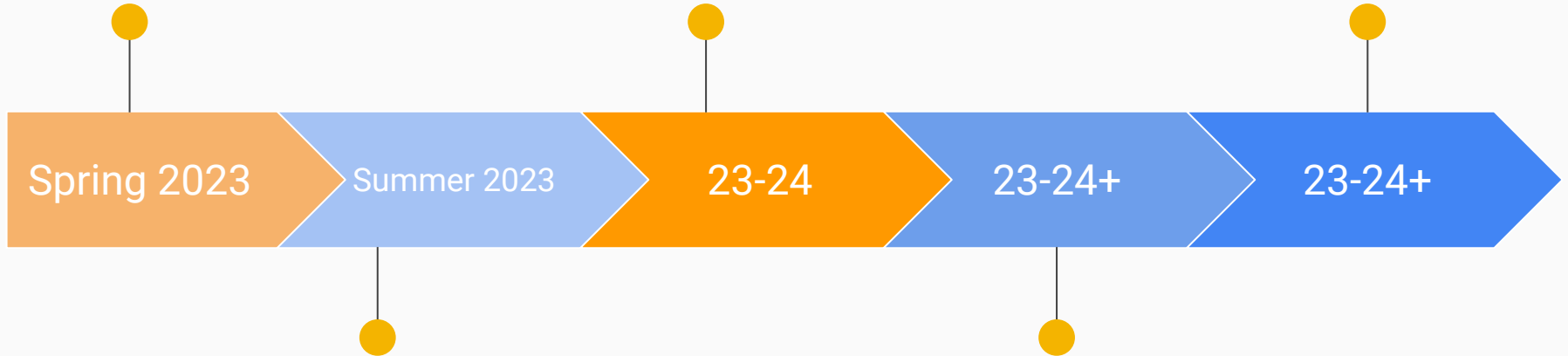
Guiding Coalitions formed at each building. Initial meeting and PD at March Conference Day.
Essential Standards pilot work begins.

Formal Launch of MTSS Initiative and multi-year plan: At the January Conference Day the multi-year plan is outlined for all teaching staff, themed "Believe".

Formed **Guiding Coalitions** & began work!

Teacher Teams working on **Essential Standards**

Teacher Teams: Essential Standards & begin to look at assessments.



Guiding Coalitions PD
NY PLC at Work Project,
Charlotte PLC Conference.

Guiding Coalitions:
RTI/MTSS Systems
and Supports, PD.