District Goals

The Lake Shore Central School District Board of Education supports professional learning communities that focus on results and cultivate a culture of collaboration to improve student learning and opportunity. The Board of Education goals listed below are the measure for our high expectations in all aspects of educating our students.

- The District will cultivate an appropriate educational environment of high expectations and challenging instructional programs providing students with the climate, knowledge and skills necessary for improved performance on all formal assessments.
- The District will continue to enhance communication with our entire school community focusing on student, staff and District efforts and achievements.
- The District will make adequate yearly progress on accountability measures to continue to earn the New York State Education Department designation as a “District in Good Standing.”
- The District will increase graduation rates annually, reflecting a greater percentage of students achieving Regents Diplomas with Advanced Designation status.
- The District will continue to demonstrate fiscal responsibility by reviewing enrollment, programming, procedures and initiatives for effectiveness, success, need and opportunity, while seeking and supporting opportunities to reduce expenditures, share services and secure grant funding.
- The District will support an evolving technology blueprint that meets hardware, software and network needs for the implementation and advancement of technology through the District Technology Plan.
- The District will promote skills, attitudes, behaviors and environmental factors that lead to schools free from discrimination, intimidation and harassment.

Notice: Board of Education meetings are recorded for the sole purpose of back up information for the Board Minutes. Upon the finalization of the Board Minutes, the recordings are deleted unless otherwise warranted.

I. Call to order

II. Roll call

BOARD MEMBERS PRESENT:  
_____ Connors  
_____ Farrell  
_____ Latimore  
_____ Michalec, President  
_____ Scritchfield  
_____ Thompson, Vice President  
_____ Vogan  
_____ Camryn Kmitch, Student Representative

DISTRICT OFFICIALS:  
_____ Przepasniak  
_____ Pacos  
_____ Evingham  
_____ DeMartino

SCHOOL DISTRICT ATTORNEY:  
_____ Harris Beach PLLC (Smith)

III. Approval of Agenda
IV. Recognition of scheduled visitors – None Scheduled

V. Consent Agenda

Recommendation from the Superintendent to approve the following:

A. FISCAL / OPERATIONAL MATTERS

1. Approve the Minutes of the Regular Board of Education Meeting / Work Session of December 2, 2014.

2. Financial Reports
   a. Treasurer’s Report – November 2014
   b. Interest/Investment Report – Informational
   c. Extra Class Accounts:
      Sr. High School
      Balance as of 11/30/14 $119,101.96
      Middle School
      Balance as of 11/30/14 $11,671.31
   d. LSCTA Supplemental Benefit Fund
      Monthly Report – November 2014 $142,946.23

3. Approve the request of Paula Eastman for approval of J. T. Waugh Elementary’s Grade 5 Outdoor Education Program to run June 10-12, 2015. This program will be held in at Evangola State Park on June 10th, and at Camp Seven Hills in Holland on June 11th and 12th, with the students staying overnight at the camp on June 11th.


5. Authorize the return of the Tax Roll for Town Tax Receiver to the Erie County Tax Department.

6. Approve the Committee on Special Education & CPSE reports as attested.

B. PERSONNEL

1. Approve a medical leave for Jessica Ritz from her position as Special Education Teacher, effective September 15, 2014, followed by an unpaid leave under the Family Medical Leave Act, effective November 26, 2014.

2. Approve the temporary appointment of Alicia Flowers in the area of Special Education, effective September 15, 2014, at the substitute rate, and at the contract rate of Step 1 – Bachelors, effective November 26, 2014 when Mrs. Ritz goes on unpaid leave status.
3. Approve the following LSCTA Member as Home Tutor for the District at a rate of pay pursuant to the District-LSCTA Agreement.
   Elizabeth Farrell McCuen

4. Approve the following non-LSCTA individuals as Home Tutors for the District at a rate of $35/hour:
   Alicia Ralph  Greta Tomashke

5. Approve the temporary appointment of Michael Gall as a Laborer for the District at Step 5 of the Teamsters 264 contract, effective November 30, 2014.

6. Approve an unpaid leave for Gina DeMaria from her temporary position as Personal Care Aide, effective November 17, 2014.

7. Approve an unpaid leave for Stacy Littlejohn from her position as Monitor, effective November 17-21, 2014.

VI. Old Business
Recommendation from the Superintendent to approve the following:
A. FISCAL / OPERATIONAL MATTERS

B. PERSONNEL

VII. New Business
Recommendation from the Superintendent to approve the following:
A. FISCAL / OPERATIONAL MATTERS
1. Approve the Second Reading and adoption of Policies reviewed by the Subcommittee on November 4, 2014:
   Amended Policy:
   6161 – Conference/Travel Expense Reimbursement
   New Policy:
   7590 – Children Living on Indian Lands

2. Approve the attached Resolution to offer a Retirement Incentive to qualified full-time District employees for the 2014-15 school year.

B. PERSONNEL
1. Approve the six-month probationary appointment of Diana Piezgik as a Laborer for the District at Step 1 of the Teamsters 264 contract, effective December 3, 2014.

2. Accept with regret the resignation for the purpose of retirement of Timothy Feider from his position as Buildings & Grounds Supervisor, effective January 2, 2015.

3. Accept with regret the resignation for the purpose of retirement of Holly Ruppert-Bateman from her position as Bus Driver, effective January 2, 2015.
4. Accept with regret the resignation for the purpose of retirement of Richard J. Dysard from his position as Laborer, effective December 10, 2014.

VIII. Discussion
1. No January Work Session.

IX. School Board Reports, News and Notes
1. Student Representative Report

2. Board of Education Committee Reports
   - Schedule Budget Committee Meeting (January)
     (Connors, Latimore, Thompson)

3. ECASB Update/Reports
   - ECASB Winter Dinner Program – January 15th at Protocol @ 6 p.m.
     (Common Core & Albany Updates)

4. Calendar
   - December 15-18th – Grade 5 Project KNOW
   - December 15th – Sr. High Holiday Concert I @ 7 p.m.
   - December 16th – Project KNOW Parent/Child Night at JTW @ 7 p.m.
   - December 16th – Board of Education Regular Meeting @ 7 p.m. in Sr. High Media Center
   - December 17th – 6th Grade Band, Orchestra & Chorus Concert & 7th & 8th Grade Chorus @ 7 p.m.
   - December 18th – JTW Holiday Concert @ 7 p.m.
   - December 22nd – Sr. High Holiday Concert II @ 7 p.m.
   - December 24th-January 2nd – Holiday Recess
   - January 5th – School Resumes
   - January 10th – ECMEA Elem. Jazz & Jr. High Vocal Aud. @ Depew MS/SH
   - January 16th – UNYTS Blood Drive @ SH from 8am to 2pm
   - January 19th – Martin Luther King, Jr. Day – No School
   - January 20th – Board of Education Regular Meeting @ 7 p.m. in Sr. High Media Center
   - January 24th – ECMEA Sr. High Instrumental/Vocal Quartet Auditions @ BAVPA High School
   - January 26-29th – Regents Exams
   - January 29th – Grades 6-12 – End of 2nd Marking Period

5. Superintendent’s Report

X. Recognition of unscheduled visitors

XI. Executive Session
1. Discuss the employment history of particular individuals.

XII. Return to Regular Session

XIII. Adjournment
I. Call to order
The meeting was called to order in the Highland Elementary School Media Center at 6:30 p.m. by Mrs. Thompson, Board Vice President, as she made an emergency exit announcement, lead the pledge of allegiance, and then made an announcement to please turn off all electronic devices during the meeting.

II. Roll call

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<thead>
<tr>
<th>BOARD MEMBERS PRESENT:</th>
<th>DISTRICT OFFICIALS:</th>
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<tbody>
<tr>
<td>William Connors, Jr.</td>
<td>James Przepasiak, Superintendent of Schools</td>
</tr>
<tr>
<td>Jennifer Farrell</td>
<td>Daniel Pacos, Asst. Superintendent for Administration &amp; Finance</td>
</tr>
<tr>
<td>Cindy Latimore (Arrived @ 7:20pm)</td>
<td>Melissa Bergler, Asst. Superintendent for Instruction</td>
</tr>
<tr>
<td>Jennifer Michalec, President (Arrived @ 6:40pm)</td>
<td>Kristine DeMartino, District Clerk</td>
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<tr>
<td>Dyan Scritchfield</td>
<td></td>
</tr>
<tr>
<td>Carla Thompson, Vice President</td>
<td>SCHOOL DISTRICT ATTORNEY:</td>
</tr>
<tr>
<td>Richard Vogan</td>
<td>Marnie Smith, School Attorney</td>
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<tr>
<td>Camryn Kmitch, Student Representative</td>
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<table>
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<tr>
<th>OTHERS PRESENT:</th>
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<tbody>
<tr>
<td>Christopher Walsh</td>
</tr>
<tr>
<td>Daryl Besant</td>
</tr>
<tr>
<td>Elizabeth Farrell-McCuen</td>
</tr>
<tr>
<td>Lorraine Florczyk</td>
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<tr>
<td>Jen Osborne-Coy</td>
</tr>
</tbody>
</table>

III. Approval of Agenda
A motion was made by Jennifer Farrell, seconded by Bill Connors, Jr., voted upon and carried 5-0 that the following resolution be adopted:

BE IT HEREBY RESOLVED, that the Board of Education of the Lake Shore Central School District hereby approves the agenda.

Action No. 58 12/2/14

Mrs. Thompson made an addition to the agenda. Budget Update by Dan Pacos was added under Discussion.
IV. Recognition of scheduled visitors

1. Highland Elementary Principal Discussion – Christopher Walsh – Mr. Walsh provided a brief overview of the exciting things happening at Highland Elementary.

2. Athletics – Daryl Besant – Mr. Besant provided the Board with a detailed report of athletics, including sports offered at Lake Shore, win/loss records, and athletic scholarships. He also explained the certification process for coaches, the evaluation process currently in place, and the newly implemented Coaching with Character code of conduct for our coaches.

3. NYS School Report Card – Melissa Bergler – Mrs. Bergler provided Board members with a link to review the NYS School Report Card, and offered a brief summary.

V. Consent Agenda

A motion was made by Jennifer Farrell, seconded by Dyan Scritchfield, voted upon and carried 7-0 that the following resolution be adopted:

**BE IT HEREBY RESOLVED, that the Board of Education of the Lake Shore Central School District hereby approves the items contained under the consent agenda.**

Action No. 59  12/2/14

Recommendation from the Superintendent to approve the following:

A. FISCAL / OPERATIONAL MATTERS


2. Financial Reports
   a. Treasurer’s Report – September 2014
   b. Interest/Investment Report – Informational
   c. Extra Class Accounts:
      Sr. High School
      Balance as of 10/31/14  $111,076.99
      Middle School
      Balance as of 10/31/14  $12,117.65
   d. LSCTA Supplemental Benefit Fund
      Monthly Report – October 2014  $156,296.06

3. Approve an ad hoc Building Condition Survey Committee as follows:
   Jennifer Michalec and Jennifer Farrell.

4. Declare the items described in the attachment as surplus and authorize their Disposal for recycling.
5. Declare the items described in the attachment as surplus and offer them up for sale to the highest bidder or disposal.

6. Approve the Foreign Language Club to travel to New York City on April 17, 2015 through April 19, 2015.

7. Approve the High School Foreign Language European Field Trip request for dates to be determined for February 2016.

8. Approve the purchase of the attached list of music for Jazz Ensemble And Concert Band Music.

9. Approve the Committee on Special Education & CPSE reports as attested.

B. PERSONNEL
1. Approve a medical leave for Melissa McAuley-Hummel from her position as Teaching Assistant, effective September 5, 2014 under the Family Medical Leave Act, followed by an unpaid leave at the end of her pregnancy related Disability, effective October 21, 2014.

2. Approve the temporary appointment of Kara Abramo in the area of Teaching Assistant, at the contract rate of $24 per hour, effective October 21, 2014, while Mrs. Hummel is on unpaid leave status.

3. Approve an unpaid leave for Christine Reynolds from her position as English Education teacher due to the depletion of benefit days, effective October 15-17, 2014.

4. Approve the resignation of Shannon Muldowney as the Middle School Musical Art Director for the 2014-15 school year.

5. Approve the appointment of Frank Vail as the Sr. High School Musical Art Director for the 2014-15 school year, at a rate of pay pursuant to the District-LSCTA Agreement.

6. Approve the appointment of Eric Blodgett as the Sr. High School Musical Band Director for the 2014-15 school year, at a rate of pay pursuant to the District-LSCTA Agreement.

7. Approve the appointment of Jennifer Neuman as the Middle School Musical Art Director for the 2014-15 school year, at a rate of pay pursuant to the District-LSCTA Agreement.

8. Approve the appointment of Anna Agro as the Middle School Musical Band Director and Musical Vocal Director for the 2014-15 school year, at a rate of pay pursuant to the District-LSCTA Agreement.

10. Approve the resignation of Paul Taylor as the Boys Varsity Soccer Coach for the 2014-15 school year.

11. Approve the resignation of Ronald Tonelli, Jr. as the Boys JV Soccer Coach for the 2014-15 school year.

12. Approve the appointment of Vincent Fininzio as the Girls Varsity Softball Coach for the 2014-15 school year, at a rate of pay pursuant to the District-LSCTA Agreement.

13. Approve the appointment of Heidi Kaminski as an English Department Co-Chair for the 2014-15 school year, at a rate of pay pursuant to the District-LSCTA Agreement.

14. Approve the appointment of Shannon Muldowney and Deanne Poleon as Mentors for the 2014-15 school year, at a rate of pay pursuant to the District-LSCTA Agreement.

15. Approve the following LSCTA Members as Home Tutors for the District at a rate of pay pursuant to the District-LSCTA Agreement.

   Sara Juszkiewicz       Tess Rugani
   Wendy Kester          Brian Warham
   Katherine Kreinheder

16. Approve the following non-LSCTA individuals as Home Tutors for the District at a rate of $35/hour:

   Sheila Campbell       Danielle Guenot
   Josh Fitzgerald       Elizabeth Matteson

17. Approve the temporary appointment of Ann Coleman as a Classroom Aide for the District at Step 1 of the Teamsters 264 contract, effective November 3, 2014.

18. Approve the temporary appointment of Gina DeMaria as a Personal Care Aide for the District at Step 1 of the Teamsters 264 contract, effective November 17, 2014.

19. Approve an unpaid leave for Sonya Chiappetta from her position as Clerk Typist on an intermittent basis, effective November 13, 2014 through June 30, 2015.

20. Approve an unpaid leave for Sandra Lewis from her position as Classroom Aide, effective October 17, 20, 21 and 22, 2014.
VI. Old Business
Recommendation from the Superintendent to approve the following:

A. FISCAL / OPERATIONAL MATTERS

B. PERSONNEL
A motion was made by Cindy Latimore, seconded by Carla Thompson, voted upon and carried 7-0 that the following resolution be adopted:

BE IT HEREBY RESOLVED, that the Board of Education of the Lake Shore Central School District hereby approves the appointment of Frank Vail, Michael Frew and Anne Drake to run the Extended Day Detention Program at the Sr. High School during the 2014-15 school year at a rate of $25.50/hour.

Action No. 60  12/2/14

1. Approve the appointment of the following individuals to run the Extended Day Detention Program at the Sr. High School during the 2014-15 school year at a rate of $24/hour $25.50/hour: Frank Vail, Michael Frew, and Anne Drake.

VII. New Business
Recommendation from the Superintendent to approve the following:

A. FISCAL / OPERATIONAL MATTERS
A motion was made by Jennifer Farrell, seconded by Bill Connors, voted upon and carried 7-0 that the following resolution be adopted:

BE IT HEREBY RESOLVED, that the Board of Education of the Lake Shore Central School District hereby approves the First Reading of Policies reviewed by the Subcommittee on November 4, 2014.

Action No. 61  12/2/14

Mrs. Michalec asked a quick question about the wording of policy 6161 and whether or not Board Members will now need to wait until after they attend the conference before they can submit for reimbursement because they are now requesting a copy of the boarding pass. Mr. Pacos confirmed that our procedure has not changed. Mrs. Thompson asked us to confirm that her changes were incorporated into policy 7590.

1. Approve the First Reading of Policies reviewed by the Subcommittee on November 4, 2014:
   
   Amended Policy:
   6161 – Conference/Travel Expense Reimbursement
   New Policy:
   7590 – Children Living on Indian Lands

A motion was made by Dyan Scritchfield, seconded by Jennifer Farrell, voted upon and carried 7-0 that the following resolution be adopted:

BE IT HEREBY RESOLVED, that the Board of Education of the Lake Shore Central School District hereby approves the Universal Pre-Kindergarten Plan.

Action No. 62  12/2/14

2. Approve the attached Universal Pre-Kindergarten Plan.
A motion was made by Jennifer Farrell, seconded by Bill Connors, voted upon and carried 7-0 that the following resolution be adopted:

**BE IT HEREBY RESOLVED, that the Board of Education of the Lake Shore Central School District hereby approves the NSBA Resolution to authorize the Board of Education to attend the National School Boards Association’s 75th Annual Conference & Exposition in Nashville, TN on March 21-23, 2015.**

Action No. 63 12/2/14

3. Approve the attached NSBA Resolution to authorize the Board of Education to attend the National School Boards Association’s 75th Annual Conference & Exposition Nashville, TN on March 21-23, 2015.

A motion was made by Cindy Latimore, seconded by Jennifer Farrell, voted upon and carried 7-0 that the following resolution be adopted:

**BE IT HEREBY RESOLVED, that the Board of Education of the Lake Shore Central School District hereby approves the Native American Tuition Contract for the period July 1, 2013 through June 30, 2018.**

Action No. 64 12/2/14


**B. PERSONNEL**

A motion was made by Jennifer Farrell, seconded by Richard Vogan, voted upon and carried 7-0 that the following resolution be adopted:

**BE IT HEREBY RESOLVED, that the Board of Education of the Lake Shore Central School District hereby approves the six-month probationary appointment of Rose Putzbach as a Custodian for the District at Step 5 of the Teamsters 264 contract, effective October 31, 2014.**

Action No. 65 12/2/14

1. Approve the six-month probationary appointment of Rose Putzbach as a Custodian for the District at Step 5 of the Teamsters 264 contract, effective October 31, 2014.

**VIII. Discussion**

1. **Budget Update – Daniel Pacos** – Mr. Pacos provided the Board with an updated budget calendar, and advised Board Members that the District will hold a Public Hearing on the Impact Aid application and proposed policy for “Children Living on Indian Lands” at the regular board meeting scheduled for January 20, 2015 @ 6:30 p.m.
IX. School Board Reports, News and Notes

1. Student Representative Report – Camryn Kmitch advised Board Members that High School Student Government traveled to Albany, NY on November 23-25, 2014 to attend the NYS Council on Leadership & Student Activities State Conference where Lake Shore was awarded the NYS CLSA State Charity Award for raising over $500 last year for the Cystic Fibrosis Foundation. Student Government is currently running the 12 days of Christmas from December 8th through 23rd with various activities planned for each of the 12 days.

2. Board of Education Committee Reports
   - NYSSBA Annual Convention in NYC – Mrs. Michalec, Mrs. Thompson, Ms. Farrell & Mrs. DeMartino provided the Board with a brief summary of the programs they attended at the NYSSBA Annual Convention in NYC, including information about building conditions surveys, upcoming SAT changes, using technology for new assessments, shared services with other school districts, a high school evening alternative program, etc.

3. ECASB Update/Reports – Mrs. Thompson attended the Finance Committee meeting where they discussed district membership in ECASB.

4. Calendar
   - December 3rd – 7th & 8th Grade Band & Orchestra Concert @ 7 p.m.
   - December 4-5th – Parent Teacher Conference Days – ½ Day for K-8 Only
   - December 9th – Highland Holiday Concert @ 7 p.m.
   - December 10th – Project KNOW Parent Orientation at JTW @ 7 p.m.
   - December 11th – AJS Holiday Concert @ 7 p.m.
   - December 12th – Middle School Snowflake Dance – 7-9 p.m.
   - December 15-18th – Grade 5 Project KNOW
   - December 15th – Sr. High Holiday Concert I @ 7 p.m.
   - December 16th – Project KNOW Parent/Child Night at JTW @ 7 p.m.
   - December 16th – Board of Education Regular Meeting @ 7 p.m. in Sr. High Media Center
   - December 17th – 6th Grade Band, Orchestra & Chorus Concert & 7th & 8th Grade Chorus @ 7 p.m.
   - December 18th – JTW Holiday Concert @ 7 p.m.
   - December 22nd – Sr. High Holiday Concert II @ 7 p.m.
   - December 24th-January 2nd – Holiday Recess
   - January 5th – School Resumes

5. Superintendent’s Report – The Superintendent thanked the Buildings & Grounds staff who did a tremendous job clearing parking lots and sidewalks, and other staff members that assisted during the Snoevent Storm cleanup. The District is currently calculating costs associated with this storm to submit to the county through the Town of Evans for possible FEMA designation. The school district’s insurance carrier offered services of a structural engineer and a disaster recovery company to assist in snow removal.

X. Recognition of unscheduled visitors – There were no unscheduled visitors.

XI. Executive Session

At 9:00 p.m. a motion was made by Dyan Scritchfield, seconded by Jennifer Farrell, voted upon and carried 7-0 to go into Executive Session to discuss the employment history of particular individuals and to discuss collective negotiations.

Mrs. Michalec indicated that no action will be taken during Executive Session.

1. Discuss the employment history of particular individuals.
2. Discuss collective negotiations.
XII. Return to Regular Session
At 9:44 p.m. a motion was made by Dyan Scritchfield, seconded by Jennifer Farrell, voted upon and carried 7-0 to return to regular session.

XIII. Adjournment
At 9:44 p.m. a motion to adjourn the meeting was made by Dyan Scritchfield, seconded by Jennifer Farrell, voted upon and carried 7-0.

Respectfully submitted,

Kristine DeMartino
District Clerk
TREASURER’S REPORT
LAKE SHORE CENTRAL SCHOOLS
EVANS-BRANT CENTRAL SCHOOL DISTRICT

NOVEMBER 2014

GENERAL FUND CHECKING

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<th>Description</th>
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<th>November 30, 2014</th>
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<td>(3,021,701.72)</td>
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<td>Cash balance as shown by records</td>
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GENERAL FUND SAVINGS

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<td>$5,950,342.16</td>
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<tr>
<td>Receipts during month</td>
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<td>Total receipts including balance</td>
<td>$8,972,043.88</td>
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<td>Disbursements made during month</td>
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<td>Cash balance as shown by records</td>
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GENERAL FUND STATE AID

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<tr>
<td>Balance available</td>
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<tr>
<td>Cash balance as shown by records</td>
<td>$3,262,644.42</td>
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Bank statement balance                           | $3,262,644.42    |                   |
Less outstanding checks/wires                     |                  |                   |
Plus receipts undeposited                         |                  |                   |
Total available balance                           | $3,262,644.42    |
## TRUST & AGENCY FUND

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<td>Plus receipts undeposited</td>
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## FLEXIBLE SPENDING/T & A FUND

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<tbody>
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</table>

## PAYROLL

<table>
<thead>
<tr>
<th>Description</th>
<th>Date</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance available</td>
<td>November 1, 2014</td>
<td>$891.22</td>
</tr>
<tr>
<td>Receipts during month</td>
<td></td>
<td>$1,314,885.95</td>
</tr>
<tr>
<td>Total receipts including balance</td>
<td></td>
<td>$1,315,777.17</td>
</tr>
<tr>
<td>Disbursements made during month</td>
<td></td>
<td>($1,314,876.08)</td>
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<tr>
<td>Cash balance as shown by records</td>
<td></td>
<td>$901.09</td>
</tr>
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<table>
<thead>
<tr>
<th>Description</th>
<th>Date</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank statement balance</td>
<td>November 30, 2014</td>
<td>$24,590.42</td>
</tr>
<tr>
<td>Less outstanding checks</td>
<td></td>
<td>($23,689.33)</td>
</tr>
<tr>
<td>Bank Error</td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>Plus receipts undeposited</td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>Total available balance</td>
<td></td>
<td>$901.09</td>
</tr>
</tbody>
</table>
**CAFETERIA FUND**

<table>
<thead>
<tr>
<th>Description</th>
<th>November 1, 2014</th>
<th>November 30, 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance available</td>
<td>$191,970.69</td>
<td>$208,954.39</td>
</tr>
<tr>
<td>Receipts during month</td>
<td>$39,723.40</td>
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<td>Total receipts including balance</td>
<td>$231,694.09</td>
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</tr>
<tr>
<td>Disbursements made during month</td>
<td>$(21,709.13)</td>
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</tr>
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<td>Cash balance as shown by records</td>
<td>$209,984.96</td>
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<tr>
<td>Bank statement balance</td>
<td>$209,984.96</td>
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</tr>
<tr>
<td>Less outstanding checks</td>
<td>(2.83)</td>
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<tr>
<td>Cash in Transit</td>
<td>$1,033.40</td>
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</tr>
<tr>
<td>Total available balance</td>
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</table>

**SPECIAL AID FUND CHECKING**

<table>
<thead>
<tr>
<th>Description</th>
<th>November 1, 2014</th>
<th>November 30, 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance available</td>
<td>$8,457.80</td>
<td>$2,242.46</td>
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<tr>
<td>Receipts during month</td>
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<tr>
<td>Total receipts including balance</td>
<td>$61,029.75</td>
<td></td>
</tr>
<tr>
<td>Disbursements made during month</td>
<td>$(60,668.58)</td>
<td></td>
</tr>
<tr>
<td>Cash balance as shown by records</td>
<td>$361.17</td>
<td></td>
</tr>
<tr>
<td>Bank statement balance</td>
<td>$361.17</td>
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<tr>
<td>Less outstanding checks</td>
<td>(1,881.29)</td>
<td></td>
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<tr>
<td>Plus receipts undeposited</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Total available balance</td>
<td>$361.17</td>
<td></td>
</tr>
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</table>

**CAPITAL FUND CHECKING**

<table>
<thead>
<tr>
<th>Description</th>
<th>November 1, 2014</th>
<th>November 30, 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance available</td>
<td>$2,224.50</td>
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<tr>
<td>Receipts during month</td>
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<tr>
<td>Total receipts including balance</td>
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<td></td>
</tr>
<tr>
<td>Disbursements made during month</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Cash balance as shown by records</td>
<td>$2,224.87</td>
<td></td>
</tr>
<tr>
<td>Bank statement balance</td>
<td>$2,224.87</td>
<td></td>
</tr>
<tr>
<td>Less outstanding checks</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Plus receipts undeposited</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Total available balance</td>
<td>$2,224.87</td>
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## CAPITAL HIGH SCHOOL PROJECT MONEY MARKET

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Balance available November 1, 2014</td>
<td>$376,408.07</td>
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<tr>
<td>Receipts during month</td>
<td>$18.52</td>
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<tr>
<td>Total receipts including balance</td>
<td>$376,426.59</td>
</tr>
<tr>
<td>Disbursements made during month</td>
<td>$-</td>
</tr>
<tr>
<td>Cash balance as shown by records</td>
<td>$376,426.59</td>
</tr>
<tr>
<td>Bank statement balance November 30, 2014</td>
<td>$376,426.59</td>
</tr>
<tr>
<td>Less outstanding checks/wires</td>
<td>$-</td>
</tr>
<tr>
<td>Plus receipts undeposited</td>
<td>$-</td>
</tr>
<tr>
<td>Total available balance</td>
<td>$376,426.59</td>
</tr>
</tbody>
</table>

Submitted by:

Julie A. Nagel  
District Treasurer
LAKE SHORE CENTRAL SCHOOL DISTRICT
GENERAL FUND
INTEREST/INVESTMENT REPORT
2014-2015

DATE OF MEETING
December 16, 2014

INTEREST A2401 - ANNUAL ESTIMATED REVENUE $50,000 100.00%

YEAR TO DATE RECEIVED/ANTICIPATED

<table>
<thead>
<tr>
<th>AMOUNT</th>
<th>PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5,827.42</td>
<td>11.65%</td>
</tr>
</tbody>
</table>

TOTAL TO DATE RECEIVED/ANTICIPATED $5,827.42 11.65%

<table>
<thead>
<tr>
<th>TYPE</th>
<th>AMOUNT</th>
<th>BANK</th>
<th>DATE</th>
<th>ISSUE</th>
<th>MATURITY</th>
<th>DAYS</th>
<th>RATE</th>
<th>INTEREST</th>
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</thead>
<tbody>
<tr>
<td>CD</td>
<td>138,645.74</td>
<td>Evans</td>
<td>08/13/14</td>
<td>08/13/15</td>
<td>365</td>
<td>.40%</td>
<td>406.96</td>
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<tr>
<td>CD</td>
<td>265,073.44</td>
<td>Evans</td>
<td>09/08/14</td>
<td>09/08/15</td>
<td>365</td>
<td>.40%</td>
<td>570.80</td>
<td></td>
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</table>
TREASURER’S REPORT
LAKE SHORE CENTRAL SCHOOLS
EVANS-BRANT CENTRAL SCHOOL DISTRICT

NOVEMBER 2014

HIGH SCHOOL EXTRA CLASS FUND

Balance available November 1, 2014 $ 111,076.99
Receipts during month 19,724.58
Total receipts including balance 130,801.57
Disbursements made during month (11,699.61)
Cash balance as shown by records $ 119,101.96

Balance per Checking Statement November 30, 2014 $ 97,001.59
Balance per Savings Statement 29,388.40
Less outstanding checks (listed) (7,288.03)
Plus receipts undeposited -
Total available balance $ 119,101.96

MIDDLE SCHOOL EXTRA CLASS FUND

Balance available November 1, 2014 $ 12,117.65
Receipts during month 4,122.19
Total receipts including balance 16,239.84
Disbursements made during month (4,568.53)
Cash balance as shown by records $ 11,671.31

Bank statement balance November 30, 2014 $ 15,634.01
Less outstanding checks/wires (3,962.70)
Plus receipts undeposited -
Total available balance $ 11,671.31

Submitted by:

Julie A. Nagel
District Treasurer
LAKE SHORE CENTRAL TEACHERS' ASSOCIATION
SUPPLEMENTAL BENEFIT FUND - DENTAL

Monthly Report: November 2014

Account Activity:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Beginning Balance</td>
<td>$156,296.06</td>
</tr>
<tr>
<td>Earned Interest</td>
<td>$15.86</td>
</tr>
<tr>
<td>Service Charges</td>
<td>$12.70</td>
</tr>
<tr>
<td>Misc. Deposits/Expenses</td>
<td>$514.99</td>
</tr>
<tr>
<td>Claim Payments</td>
<td>$12,838.00</td>
</tr>
<tr>
<td><strong>Balance:</strong></td>
<td><strong>$142,946.23</strong></td>
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</table>

Claim Activity: November Year 14-15

<table>
<thead>
<tr>
<th>Description</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Claims Received:</td>
<td>76</td>
<td>622</td>
</tr>
<tr>
<td>Claims Processed:</td>
<td>68</td>
<td>569</td>
</tr>
<tr>
<td>Claims Rejected:</td>
<td>8</td>
<td>53</td>
</tr>
<tr>
<td>Claims Verified:</td>
<td>15 (20%)</td>
<td>136 (22%)</td>
</tr>
<tr>
<td>Amount Claimed:</td>
<td>$35,090.60</td>
<td>$200,656.38</td>
</tr>
<tr>
<td>Amount Paid:</td>
<td>$12,838.00</td>
<td>$114,058.50</td>
</tr>
<tr>
<td>(Interest Earned):</td>
<td>($15.86)</td>
<td>($44.26)</td>
</tr>
</tbody>
</table>

Respectfully submitted,

Jeff Salerno
Jean Stang-Terrano
Mike Kromer

*Individual expenses and deposits documented and on file with chairman.*
TO: Mr. Przepasniak and the Members of the Board of Education
FROM: Paula J. Eastman
DATE: December 1, 2014
RE: Grade 5 Outdoor Education

It is with great pleasure that I request approval to continue the Grade 5 Outdoor Education Program at J. T. Waugh. The Outdoor Education Program serves more than an instructional purpose but also as school community connection piece with the groups and parents involved.

I am requesting your approval to continue the program for the 2014-2015 school year. This program with your approval will be held June 10, 11, and 12. Our fifth graders will head to Camp Seven Hills in Holland on June 11 and 12 with the students staying overnight at the camp. An in District day is scheduled for students at Evangola State Park on June 10.

I consider this to be our sixth year of the program and it is strongly supported by the faculty, parents, and community. As in recent years, our Outdoor Education Program has supported itself. The District has provided the transportation to and from camp.

Having had the experience to be an instructor at the camp, a of parent of a student attending, and a driving force to start it at Wm. T. Hoag an J. T. Waugh, I have been there to be a part of a well-run and organized program that offers our students opportunities that cannot take place on site at school. I highly endorse the program and seek your approval that it continues.

Thank you for your consideration of this request for the fifth grade students at J. T. Waugh.
The University of the State of New York  
The State Education Department  
Albany, New York 14224  

COLLECTOR'S REPORT  
UNION FREE AND CENTRAL SCHOOL  
2014-2015  

Date Report Submitted __December 3, 2014____  
Date Warrant Ended __November 30, 2014___  
District No. __1___  
Town of __Evans___  

School District Lake Shore Central  

<table>
<thead>
<tr>
<th>TOWN</th>
<th>ASSESSED VALUE</th>
<th>TAX RATE PER M</th>
<th>AMOUNT OF TAX LEVY</th>
<th>TOTAL TAXES COLLECTED</th>
<th>TOTAL TAXES RETURNED COUNTY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evans</td>
<td>1,074,942,824</td>
<td>17.227612</td>
<td>11,797,591.71</td>
<td>11,051,407.17</td>
<td>746,184.54</td>
</tr>
<tr>
<td>Eden</td>
<td>3,127,819</td>
<td>26.918144</td>
<td>57,724.28</td>
<td>55,342.19</td>
<td>2,382.09</td>
</tr>
<tr>
<td>Total</td>
<td>1,078,070,643</td>
<td></td>
<td>11,855,315.99</td>
<td>11,106,749.36</td>
<td>748,566.63</td>
</tr>
</tbody>
</table>

(1) Assessment must be the same as that on original warrant unless, corrected by permission of Commissioner of Education.  
(2) Sum of next to last two columns must equal the “Tax Levy”.  
(3) Includes State Land, if any.  

Date tax claim returned to County December 3, 2014.  
Note: Return tax claim should be made only after approval of this report.  

Lynn M. Krajacic  
Evans Town Clerk  

Approved:  

Daniel Pacos, Assistant Superintendent  
for Admin & Finance  

*Note for District Superintendents. Three copies of this form are provided for each of the Union Free and Central School Districts. Please forward these to Boards of Education or directly to the collectors with instructions to fill out the information called for immediately after the tax warrant has ended. One copy should be kept by the collector, one by the clerk and one forwarded promptly to the District Superintendent.
December 3, 2014

Daniel Pacos  
Business Manager  
Lake Shore Central School District #1  
959 Beach Road  
Angola, New York 14006

Dear Mr. Pacos:

Below you will find a summary of the 2014-2015 school taxes collected on that portion of the Lake Shore Central School District #1 located in the Town of Evans, Brant & Eden.

**EVANS**
- Total assessment $1,074,942,824
- Total taxable value $769,469,000
- Total taxable value Star $619,420,800

**EDEN**
- Total assessment $3,127,819
- Total taxable value $2,366,587
- Total taxable value Star $1,941,452

**Amount of tax levy/warrant**
- EVANS $11,797,591.71
- EDEN $57,724.28

**TOTAL TAX LEVY/WARRANT EVANS AND EDEN** $11,855,315.99

**PETITIONS** $7,188.59
**TOTAL TAXES COLLECTED** $11,106,749.36
**TOTAL TAXES RETURNED UNPAID** $741,378.04

**TOTAL TAXES COLLECTED AND UNPAID** $11,855,315.99

**TOTAL 1.5% INTEREST COLLECTED** $1,092.61

Amounts paid to Lake Shore Central School District by ACH Transfer: $11,106,749.36
1.5% Interest paid by ACH
$998.18
$11,107,747.54
The Real Property Tax Law states that the expense of mailing the tax bills and receipts is a school district charge and per our agreement the expense of envelopes and computer program used is also charged to the school. Therefore, a check for $3,647.02 should be made payable to Keith Dash, Supervisor (postage $2,527.44, envelopes $353.58, computer program & internet data display/hosting $650.00, post office box $116.00).

Please mail check to Lynn M. Krajacic, Evans Town Clerk, 8787 Erie Road, Angola, New York 14006. It would be appreciated if this could be done by December 31, 2014.

Thank you.

Very truly yours,

Lynn M. Krajacic
Evans Town Clerk
Memo

To: James Przepasniak, Superintendent
From: Daniel Pacos
Date: 11/7/14
Re: Recommendation for first reading of amended and new Board Policies

Mr. Przepasniak:

Please recommend that the Board of Education approve the enclosed Board Policies in first Second reading format, at the District’s regular Board of Education Meeting on November 18, 2014. These changes and additions were reviewed by the Board Policy Subcommittee on November 4, 2014. Here is a breakdown of the enclosed policies:

Amended Policies (changes are highlighted)

6161 – Conference/Travel Expense Reimbursement – There is some new proposed wording (highlighted in yellow) that we are looking to add to the policy to address electronic receipts for conference registrations and travel expenses. We are also proposing a new sentence to require the submission of boarding passes with any receipts for air fare reimbursement. Last, we are adding wording to address hotel receipts that may not contain details about daily room charges. *These changes are being proposed to address items noted in our recent NYS Comptroller’s Office Audit Report.

New Policies

7590 – Children Living on Indian Lands – This is a newly proposed policy that we are required to have in order to complete an application for Federal Impact Aid. We are looking to submit an application for Impact Aid for the 2015-16 year. Most of the language in this proposed policy is dictated by the Federal Government and/or Impact Aid Office.

Please contact me with any questions or concerns. Thanks in advance for making this recommendation to the Board of Education for approval.
SUBJECT: CONFERENCE/TRAVEL EXPENSE REIMBURSEMENT

All employee conference travel must have a completed Travel Conference Request Form on file which has been approved by the appropriate supervisor. The Superintendent/designee approves those Travel Conference Requests which have reimbursable employee expenses greater than one hundred dollars ($100). Travel Conference Request Forms are only to be used by District employees.

All conference reimbursement requests must be submitted using a Travel Conference Reimbursement Form.

Expenses for overnight-approved travel will be reimbursed when accompanied by original receipts for lodging and other reimbursable expenses. Conference registration and/or travel receipts that are electronically sent to the District or to the employee shall be considered to be an acceptable original receipt. Receipts for airline travel must be accompanied by a boarding pass for the ticket. Lodging receipts that detail daily room charges are preferred, but receipts not detailing the expenditures by day will be acceptable in the absence of more detailed receipts. Meal expenses for overnight travel will only be reimbursed based on the Board approved per diem rates which are modeled after the United States General Services Administration per diem rates which can be found at http://www.gsa.gov/Portal/gsa/ep/home.do?tabId=0

New York State sales taxes for lodging and meals cannot be reimbursed. A Sales Tax-Exempt Form can be obtained prior to travel for hotel accommodations.

Original receipts are required when submitting for parking and tolls, however "EZ Pass" statements may be substituted with the appropriate charges highlighted

NOTE: Refer also to Policy #5323 -- Reimbursement For Meal Expenses Incurred During Staff/Board Meetings

Adopted: 11/15/2005
SUBJECT: CHILDREN LIVING ON INDIAN LANDS

It is the intent of the Evans-Brant (Lake Shore) Central School District that District policies and procedures ensure that:

1) Indian Lands children have the ability to participate in programs on an equal basis as children who do not reside on Indian Lands.

2) Parents of Indian Lands children and the tribes have the opportunity to present their views on school district programs and to make recommendations on the school’s program.

3) Parents of Indian Lands children and the tribes are consulted and involved in planning the school program.

4) Plans, evaluations and applications of these programs are disseminated to the parents and tribes.

5) Parents and tribes have an opportunity to present their views on the job that the District is doing.

Opportunities for Equal Participation

The District will present the Title VII Parent Committee with a copy of its basic education program for review and comment. This report shall be the State Basic Education Compliance Report Form M-808, and shall be presented to the Committee on or before December 15 annually. The document shall also be available for review by District parents upon request.

The District will conduct an annual Indian Students Needs Assessment Survey to insure the District’s programs continue to address the changing needs of its students. The results of the survey will be provided to the Board of Education prior to June 30th.

If the District administration or Board of Education determine that an instance exists where Indian Lands children are not able to participate in basic education programs on an equal basis with non-Indian Lands children, the District will require the Superintendent or his/her designee to address the situation through the following steps:

a) Form a taskforce of no less than five (5) members comprised of parents of Indian Lands children, school personnel, tribal officials and/or other interested parents;

b) Outline the problem to be studied/addressed;

c) Establish a timeline for the taskforce to study the issue and provide its recommendations to the District;

d) Provide the taskforce recommendations to the Board of Education at a regularly scheduled workshop or regular meeting of the Board of Education;
e) Direct the implementation of solutions that will allow equal participation for students by the beginning of the next semester or next school year, whichever is earlier; and
f) Provide the Board of Education with a follow-up report to evidence the fact that equal opportunity for students has been achieved.

Indian Parent and Tribal Officials' Opportunity to Provide Input

All meetings of the District’s Board of Education are open to the public. All workshops, regular and special meetings of the Board of Education are advertised in local papers and through posting of notices in District buildings and on the District’s website a minimum of 48 hours prior to the meeting. All members of the public including tribal officials and parent members may review board meeting agendas prior to the meetings by accessing them on the District’s website at www.lakeshorecsd.org.

Workshop meetings are generally held the first Tuesday of the month, with regular meetings held the third Tuesday of the month. Complete copies of official minutes of Board of Education meetings are available from the District Clerk and on the District’s website at www.lakeshorecsd.org.

Regular board meeting agendas include a provision for “Regularly Scheduled Visitors”, as well as a section for “Unscheduled Visitors”. Through these means, any parent of an Indian Lands student, organization, tribal official or other person may request to be heard by the Board on the following issues:

a. Equal participation of Indian Lands children in educational programs (ability to participate and the extent of actual participation);
b. Program evaluations, program plans and the District’s Impact Aid application;
c. Education programs;
d. Needs of Indian Lands children;
e. Ways to assist Indian Lands children; and/or
f. Such other concerns which directly affect the education of Indian Lands children.

A request to be heard as a “Regularly Scheduled Visitor” at a meeting must be made to the Office of the Superintendent by the Wednesday prior to the regularly scheduled Board of Education Meeting. If the timing of the request is subsequent to that point in time, the requestor may address the Board of Education during the “Unscheduled Visitors” portion of the board meeting agenda.

The Board will hold a hearing to review the District’s Impact Aid application at a regularly scheduled or special meeting of the Board of Education prior to January 31st of each year. Notice of such hearing will be given as follows:

a) Through local, District and/or tribal newspapers or newsletters;
b) By published announcement posted in conspicuous public places and tribal offices;
c) By mailed invitation notices to parents of Indian Lands children and tribal officials.

A minimum of ten (10) working days prior to the Board review/hearing date of the District’s Impact Aid application, each parent of an Indian Lands child and tribal officials will receive a copy of the
application, notice of the review/hearing, an invitation to attend the review/hearing and an estimate of the potential financial impact to the District.

Consultation of Indian Parents and Tribal Officials in Planning of Education Programs

The District will provide parents of Indian Lands children and tribal officials further opportunities for consultation and involvement into the planning of education programs through the use of parent advisory committees. These advisory committees include those designated to meet specific legal mandates such as Title 1, Vocational Education (Career & Technical Education), and Migrant Education. These committees meet on a regularly scheduled basis according to parent determination.

Other advisory committees may be designated and formed as needed. They may include self-study, curriculum development, shared decision making and any other such committees as needed to meet the District’s goals as determined by the Board of Education. Parents of Indian children and tribal officials receive notices and invitations, and are actively recruited to participate on these advisory committees. Advisory committees report to the Board of Education during regularly scheduled meetings. The Committees report findings to support current programs or suggestions for changes and improvements. These reports are included as part of the Board Meeting Agenda and are advertised accordingly.

Regular Board Meeting Agendas include a provision for “Regularly Scheduled Visitors”, as well as a section for “Unscheduled Visitors”. Through these means, any parent of an Indian Lands student, organization, tribal official or other person may request to be heard by the Board.

The Board of Education will request input regarding Indian Lands students at a parent meeting to be held at the Seneca Nation each year. These meetings will coincide with the District’s public review/hearing of the Impact Aid and Title VII grant applications. These meetings will be tentatively scheduled for April of each school year. Notice of these meetings and request for input will be made through public notice published in the District’s official newspaper, written invitation to parents of Indian Lands children and tribal officials, and notices during parent advisory meetings.

A public budget hearing will be held annually on the second Tuesday in May. Parents of Indian Lands children and tribal officials shall be given the opportunity to attend the budget hearing, and to provide input into the District’s annual budget for the ensuing year.

Dissemination of Plans, Evaluations and Applications of Programs to Parents & Tribal Officials

A notice of the District’s Impact Aid Application will be mailed to all District households and Seneca Nation tribal officials before January 31st of each year. The notice will be mailed a minimum of ten (10) working days prior to the Board review/hearing date. The notice shall include a notice of the review/hearing date including time and location of the review/hearing. The notice will also include directions for individuals to access and/or print a copy of the District’s Impact Aid application from the District website.
The District will provide the family of every District student and tribal officials with a copy of the District’s official school calendar. The calendar will include a synopsis, evaluation and overview of programs assisted with Impact Aid funds as well as a review of special categorical funds programs.

The District publishes a series of newsletters each year that contain basic information regarding school activities and programs. Basic information includes information about the Common Core Learning Standards, State Assessments and reviews of standardized test scores, special programs, and reports on new programs or those slated for deletion. Boards of Education Meeting dates are also published to encourage and allow for comment concerning educational programs, with a reminder that Board Meetings are open for public comment on all aspects of the District program. Newsletters are distributed to all District households and to tribal officials.

Parents are invited to participate on advisory committees as explained above, to review program development or deletion. The individual school buildings within the District will schedule open house programs for parents to provide additional opportunities for parents to discuss school matters with District personnel. The dates of scheduled open house programs for parents will be noted on the District calendars when they are provided to families and tribal officials.

**Opportunities for Parents and Tribal Officials to Present Views on the Job That the District is doing**

The Lake Shore Title VII Parent Committee meets on a quarterly basis. Meetings include a review of LEA policies, procedures and educational programs.

The Lake Shore Title VII Parent Committee, along with tribal officials, shall annually review District activities that give parents of Indian Lands children and tribal officials opportunities for input into the District’s educational programs. This review will include documentation of activities specified in the Board Policies and Procedures that govern the education of children living on Indian Lands, as well the policies and procedures themselves. Based on that review the Parent Committee and tribal officials may make recommendations to the Board of Education for changes to the policies and procedures as needed, to ensure further opportunity for input.

The Board of Education will receive the report from this review annually, at a regularly scheduled or a special public meeting, usually in August. Changes to the District’s policies and procedures will be approved by the Board (policies) and administration (procedures), and forwarded to appropriated agencies once approved and enacted.

District policies and procedures governing the education of Indian Lands children shall be included in the District’s official Board Policy Manual, and posted on the District’s website for access and review by the public including all District households.

Adopted:
RESOLUTION

Retirement Incentive

Whereas the Board of Education of the Evans-Brant (Lake Shore) Central School District (The Board) has determined that it is fiscally advantageous to the District and those employees who have been employed by the District for many years, to offer a Retirement Incentive to eligible employees who meet the specific qualifications contained in said incentive program, and

Whereas after a lengthy study by the Board of the advantages and disadvantages of such a plan and after due deliberation, it is

Hereby Resolved that the Board offer a Retirement Incentive to eligible full-time District employees for the 2014-15 school year, pursuant to the terms and conditions of said Retirement Incentive Plan as attached hereto.

Approved this 16th day of December, 2014.

_________________________  ______________________________
Jennifer Michalec, President  James E. Przepasiak, Superintendent of Schools
Board of Education

Attest:

_________________________
Kristine DeMartino
District Clerk
RETIREMENT INCENTIVE

The Lake Shore Central School District offers to all eligible employees the following retirement incentive:

**OPTION A - $15,000 or OPTION B - $7,500**

This retirement incentive shall be in effect for all full-time Lake Shore CSD Employees who retire with an effective date of June 30, 2015 or earlier if applicable.

In order to be eligible for this incentive a full-time employee must meet all of the following conditions:

1. The employee must resign from their position effective June 30, 2015 or earlier if applicable.
2. The full time employee must submit both a signed letter of resignation, for the purpose of retirement, and a signed acceptance of the terms and conditions of the retirement incentive, (no email or fax) to the District Clerk by 3:00 PM on MONDAY, MARCH 2, 2015 for OPTION A – $15,000 MONDAY, JUNE 1, 2015 for OPTION B – $7,500
3. The employee must indicate which option he/she is selecting in their retirement letter.
   A: $15,000 payment option
   B: $7,500 payment option
4. The employee must have at least 10 years of full time service in the District.
5. The employee must not have any pending disciplinary charges as of the date of his or her letter of resignation.
6. The employee must not seek to revoke or amend their letter of resignation without BOE approval and the employee must leave the employment of the District on the effective date of the resignation.
7. This retirement incentive is an additional benefit and does not replace any contractual retirement benefits currently available to employees.
8. The retirement benefit, OPTION A or B, will be deposited as a non-elective contribution to a 403(b) account by August 31, 2015 as designated by the employee. All required paperwork must be submitted by the employee to the Business Office for processing the payment to their 403(b) account by July 1, 2015.
9. Employees must meet NYS TRS/ERS retirement system eligibility.
10. The terms of this retirement incentive begin Wednesday, December 17, 2014 and expire at 3:00 PM on Monday, March 2, 2015 for OPTION A, OR Monday, June 1, 2015 for OPTION B. Letters postmarked/received after 3:00 PM on either due date or hand delivered thereafter will only be accepted for good cause shown and by specific resolution and action of the BOE.
11. In the event that a state-wide retirement incentive (State Incentive) is offered to members of the NYSTRS and/or NYSERS, the State Incentive shall supersede this District level incentive if the BOE adopts said State Incentive by choice or is required by NY State to offer it to employees.

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Retirement Incentive Acceptance

☐ Option A - $15,000 (Expires at 3:00 p.m. on Monday, March 2, 2015)
☐ Option B - $7,500 (Expires at 3:00 p.m. on Monday, June 1, 2015)

I hereby accept the terms and conditions of the retirement incentive set forth herein.

_______________________________________________          _________________________
Employee signature                        Date