BOARD MEETING:	Regular Meeting
DATE:	Wednesday, May 4, 2022
TIME:	6:30 p.m.
PLACE:	Naples High School Cafeteria

- I. Meeting Called to Order
- II. Roll Call
- III. Adopt the Agenda of the Regular Meeting of May 4, 2022

(Board Action)

- IV. Pledge of Allegiance
- V. <u>Public Comments</u>: The Board of Education invites you, the residents of our school community, to feel comfortable in sharing matters of interest or concern that you might have with us. The Board President will be happy to recognize those of you who wish to speak. We would ask that you come forward and please identify yourself before presenting your thoughts.

Those items brought to the attention of the Board during this time may be taken under consideration for future response or action. (Individual comments will be limited to three minutes.)

As a matter of courtesy, we ask that issues related to specific School District personnel or students be brought to the attention of the Superintendent of Schools privately. Thank you for this consideration.

<u>Board Reponse</u>: The Board of Education is committed to keeping communication open and transparent. The Board of Education President will be working with the Board and the Superintendent to make every effort to respond to public comments directed to the Board of Education at previous meetings, during the next scheduled meeting.

- VI. Points of Interest
- VII. Superintendent Recognitions & Updates
 - WFL BOCES Presentation
- VIII. Board Report
 - Facilities Committee
- (Board Action) IX. Contractual Agreement CSEA Memorandum of Agreement (Board Action) Χ. Business - Discards XI. Personnel (Board Action) • Retirement Resignation Teacher Assistant • Appointment Groundskeeper/Auto Mechanic -Consent Agenda Items (Board Action) CSE & 504 Committee Recommendations • Volunteers XII. Adjournment (Board Action)

Regular Meeting

Minutes of a Regular Meeting of the Board of Education of Naples Central School held on Wednesday, May 4, 2022 at 6:34 p.m. in the Naples High School Cafeteria.

Members Present:	Robert Brautigam Joseph Callaghan Carter Chapman Jacob Hall	Kelley Louthan Steven Mark Gail Musnicki Maura Sullivan
Members Absent:	Thomas Hawks	

Also Present: Kevin Swartz, Chad Hunt, Nicole J. Green, and Pamela Claes.

Guests: Kaylee White, Lynn Gay, Erin Fairben, Shannon Coholan, and Julie Harrington

A quorum being present, the meeting was called to order at 6:34 p.m. by Board President Jacob Hall.

Motion:Gail Musnicki2nd:Kelley LouthanResolved, that the Board of Education approves the agenda of the Regular Meeting ofApril 27, 2022 as presented.Voting Yes:8Motion CarriedVoting No:0

Pledge of Allegiance

Public Comment: None

Points of Interest: None

Superintendent Recognitions & Updates:

Superintendent Update:

Superintendent Swartz stated the Senior Prom will be held at Bristol Mountain on Saturday, noting he is looking forward to having the opportunity to stop by, thanking all the people behind the scenes who make this wonderful event possible for the students, adding the students are very excited this week as that special day approaches for them.

Mr. Swartz noted the District has begun the interview process for the Technology Coordinator position, and the District will also continue the interview process for the position of Director of Student Learning, Curriculum, and Assessment which will start Thursday with screening interviews going into early next week, thanking District Clerk Pam Claes for her help with the phone calls and scheduling.

Mr. Swartz commented that in the past month or so things have been quiet regarding COVID, however the District has seen somewhat of an uptick in COVID cases in the weeks since the April break both with staff and students, noting because of the increase in numbers we have had to cancel some games due to lack of players, adding a lot of other teams regionally are dealing with the same thing and hopefully we can get through this wave with in the next few weeks, reminding those present that COVID test kits or KN95 masks are available through the school nurses to anyone who needs one.

Regular Meeting

Superintendent Swartz also noted the District has had to cancel several games due to a lack of officials, both in Monroe County and in Ontario County they do not have the number of officials required to cover all of the games being played, noting where we would typically see multiple officials, we are seeing only one official, adding Athletic Director Greg Parzych is working hard to make sure those games can be made up because we want to give kids every opportunity to play.

WFL BOCES Presentation:

Secondary Principal Nicole J. Green introduced Erin Fairben from WFL BOCES who was there on behalf of Dr. Vicma Ramos. Ms. Fairben stated she had been admiring all of the artwork, adding it is such a beautiful school, then introducing Lynn Gay, the WFL BOCES Board President, Shannon Coholon, Principal of the Finger Lakes Tech & Career Center, Chef Julie Harrington who teaches Naples Student Kaylie White.

Chef Julie thanked the board for allowing them the opportunity to speak with them about the various opportunities the students from the area districts have in the WFL BOCES, noting student Kaylie White would be speaking specifically about the Culinary Arts program at the Finger Lakes Tech & Career Center, noting she is blown away each and every day by the things the students are engaging in.

Naples Central School student Kaylie White stated she is a senior at Naples and she has been attending the Culinary Arts program at Finger Lakes Technical & Career Center for two years, noting she had made the decision to attend the program because she has always loved to create food and during the COVID shutdown she made the decision to pursue the program and that is what would make her happy. Kaylie noted she has had the opportunity to learn the essential skills to begin in the field, noting the Center has a large commercial kitchen for use in the program and the experience she received in the Culinary Arts program has made her more confident and qualified in restaurant positions, adding she will attend FLCC for Business to further help her achieve the goal of opening her own restaurant. Board discussion followed pertaining to information presented and other programs offered through the Finger Lakes Technical & Career Center.

Facilities Committee Report:

1st Vice President Joseph Callaghan presented the Facilities Committee report, stating the committee discussed the following:

Capital Project - Phase 1- HS roof has been submitted to SED, SEI is working with Elmer Davis to see if this can be put on their schedule for this year. They are interested in this and feel it could fit into their schedule. Determination needs to be made as to whether or not the district has a use for the current stone on the roof. Keeping it does not result in any additional cost.; Phase 2- SEI and LeChase have been meeting to review schematic design drawings; LeChase is assembling the schematic update and an estimate is being put together and the district will review. No surprises to note. Within the next few months, we will need to look at seat samples, rigging, etc. Committees should reconvene in June to have further discussion.; 2021-2022 Capital Outlay Project - HS exhaust fans: Crosby Brownlie submitted final pay app. The work is completed and Day Automation will be in prior to June 1.; 2022-2023 Capital Outlay Project - ES Exterior doors and fascia- SEI continues to assemble information for SED submission. NCS will provide the brochure, vote tally to SEI and they will then submit to SED.

Regular Meeting

Facilities Updates - The High School main entrance stone work turned out beautifully. Paint will be added once weather warms. The new flag pole is up and looks terrific. Lighting (hard wired electric) has been ordered and will be installed.

Other Items - Day Automation quote came in, it was approximately \$65,000 over and part of the capital project. Consensus is to leave this in for now, however, this quote could change.; The elevator should be replaced and up and running within a few weeks. Dave Voss is currently rolling the fields and we will plug it afterward. We will need to keep an eye on drainage due to issues and damage caused last year. This needs to be a priority going forward.

Board discussion followed pertaining to information presented.

Motion: Carter Chapman

2nd: Steven Mark

Resolved, that the Board of Education approves the following Contractual Agreement resolution as presented:

• Resolved, that the Naples Central School District Board of Education does hereby approve a Memorandum of Agreement between the Naples CSEA and the Naples Central School District regarding the waiver of the fifteen-day posting period for the current Groundskeeper/Auto Mechanic position.

Voting Yes:	8	Motion Carried
Voting No:	0	

Motion:	Kelley Louthan
2 nd :	Carter Chapman

Resolved, that upon the recommendation of the Superintendent, the Naples Central School District Board of Education approves the following Business resolutions as presented:

- Resolved that approval be given for the following to be declared surplus property and approval given to discard as per Policy #5250:
 - Elementary School Library Discards: As Attached
 - High School Library Discards: As Attached

Voting Yes:8Motion CarriedVoting No:0

Motion: Steven Mark

2nd: Gail Musnicki

Resolved, that upon the recommendation of the Superintendent, the Naples Central School District Board of Education approves the following personnel item as presented:

- Resolved, that the Board of Education approves the retirement resignation of Deborah Wordingham, Teacher Assistant, with regret, effective June 24, 2022.
- Resolved, that upon the recommendation of the Superintendent, the Naples Central School District Board of Education approves the following probationary appointment, pending a successful background clearance report provided to the school as a result of the fingerprinting process:
 - Adam Fitzgerald, 5206 Blodgett Road, Naples, NY 14512, as a Groundskeeper/Auto Mechanic, effective May 5, 2022, at the rate of \$26.55/hour.

Voting Yes: 8 Voting No: 0 **Motion Carried**

Motion: Gail Musnicki

2nd: Kelley Louthan

Resolved, that the Board of Education, upon the recommendation of Superintendent Kevin Swartz, approves the Consent Agenda Items as presented:

- a. Resolved, that the Board of Education approves committee recommendations from the following meetings:
 - Committee on Special Education actions of April 6, 2022.
 - 504 Committee actions of April 6, 2022 and April 7, 2022.
- b. Resolved, that the Board of Education hereby approves the following Volunteers:

Name	Position	Address
Bradford Hudson	Marching Band	1 Cohocton Street, Atlanta, NY 14808
Jaicye Dedee	Chaperone	8084 French Hill Road, Naples, NY 14512
Catherine Thayer	Chaperone, Classroom Volunteer	2080 Stablegate Dr., Canandaigua, NY 14424
Dawn Byington	Classroom Volunteer	14 Wall Street, Naples, NY 14512
Arik Clayton	Chaperone	14 B Elizabeth Street, Naples, NY 14512
Travis Woolley	Chaperone	5966 Monks Rd., Canandaigua, NY 14424

Voting Yes: 8 Voting No: 0

Motion Carried

Motion:Steven Mark2nd:Gail MusnickiThere being no further business, the Regular Meeting of May 4, 2022 is hereby adjourned at

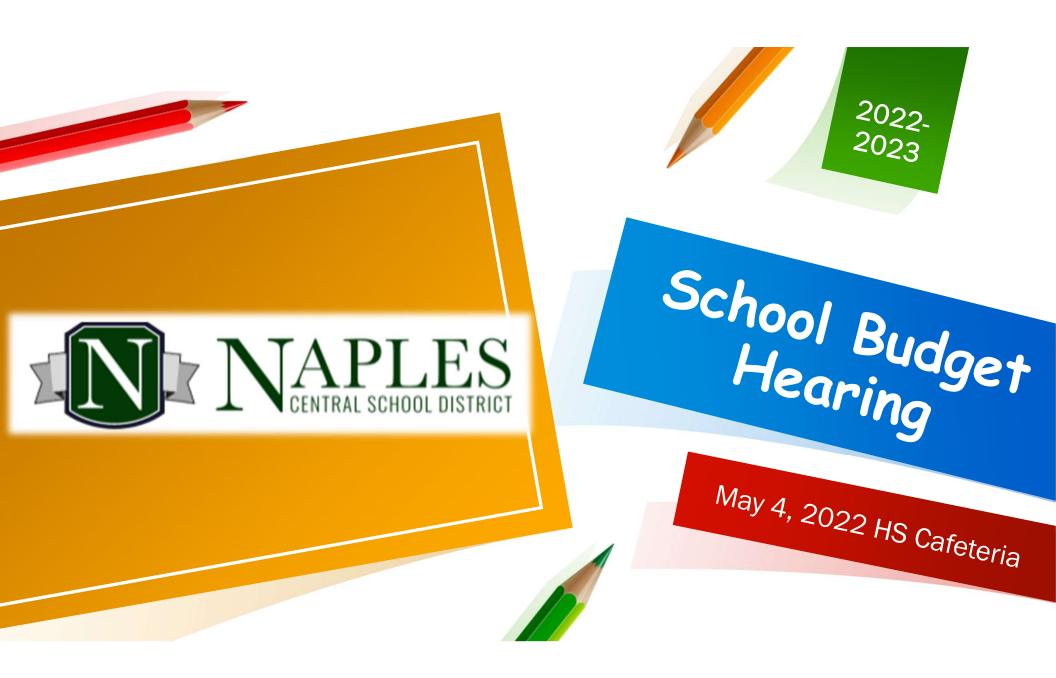
7:06 p.m. Voting Yes: 8 Voting No: 0

Motion Carried

Dated this 4th day of May, 2022

Por

Pamela Jo Claes, District Clerk





Budget Process

Guiding Question...

Does this budget provide flexibility to meet our District goals and priorities?

• The Naples Central School District challenges and supports all students to develop their diverse talents and abilities in a safe environment with rigorous opportunities. Students will graduate with the skills and confidence needed to excel in their chosen pursuits.

Entry Interview Takeaway...

Key to sustained greatness is understanding that many of our approaches, systems, and structures must remain constant while others must continue to evolve based on the changing needs of our students, community, and larger world around us.

ADD A FOOTER



State Aid Projections

Projections based on State Aid Run received April 9, 2022



	2021-22	2022-23 (Proposed)	Difference
Foundation Aid	\$5,157,241	\$5,311,958	\$154,717
Excess Cost Aid	\$63,499	\$64,686	\$1,187
BOCES Aid	\$666,548	\$696,400	\$29,852
Textbook/Software	\$53,621	\$54,934	\$1,313
High Tax Aid	\$258,763	\$258,763	\$0
Transportation Aid	\$550,778	\$737,490	\$186,712
Building Aid	\$1,737,129	\$1,733,043	(\$4,086)
TOTAL	\$8,487,579	\$8,857,274	\$369,695

School Property Tax Levy

District's limit for 2022-23 is 3.33%

- The Governor's cap is not a 2% cap.
- Proposed levy: \$12,668,202
- Voters authorize the budget; the school board authorizes the tax levy as long as it is within the tax cap.
- The board of education will set the final tax levy in August but it cannot exceed the tax cap.



Future Tax Cap Projections

Based on what we know today...

ADD A FOOTER	ADD	Α	FO	01	TER
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Property Tax Cap Formula	2022-23	<u>2023-24</u>	2024-25
Total Real Property Tax Levy for Fiscal Year Ending 06/30	\$12,259,719	\$12,668,202	\$12,956,947
Tax Base Growth Factor as a Percentage	<u>1.0059</u>	<u>1.0059</u>	<u>1.0059</u>
Tax Base Growth Factor, in dollars	\$72,332	\$74,742	\$76,446
PILOTS receivable in current year	\$138,257	\$78,074	\$20,605
Sub total – Property Tax Levy, Growth Factor and PILOTS	\$12,470,308	\$12,821,018	\$13,053,998
Capital Tax Levy for current year	\$1,036,284	\$1,158,571	\$1,156,856
Sub total – subtracting Capital Tax Levy	\$11,434,024	\$11,662,447	\$11,897,142
Allowable Levy Growth Factor	<u>1.02</u>	<u>1.02</u>	<u>1.02</u>
Sub total – multiplying Allowable Levy Growth Factor	\$11,662,705	\$11,895,696	\$12,135,085
PILOTS receivable next year, estimated	\$78,074	\$20,605	\$20,605
Sub total – Property Tax Levy Limit Before Exclusions	\$11,584,631	\$11,875,091	\$12,114,480
Tax Levy Necessary for Expenditures from Tort Orders/Judgements	\$0	\$0	\$0
Capital Tax Levy for next year	\$1,083,571	\$1,081,856	\$1,059,746
Tax Levy Necessary for Pension Contribution Expenditures over 2 % - TRS	\$0	\$0	\$0
Tax Levy Limit, Plus Exclusions	\$12,668,202	\$12,956,947	\$13,174,226
\$ Increase from Previous Year	\$408,483	\$288,745 2.28%	\$217,279 1.68%
Tax Cap %	3.33%	2.28%	1.08%

6

STAR Savings Program

There are two (2) types of STAR depending on household income:

- Basic STAR is for homeowners whose household income is \$500,000 or less. The benefit is estimated to be a \$469 tax reduction.
- Enhanced STAR is for homeowners 65 and older whose total household income for all owners and spouses who live with them is \$92,000 or less. The benefit is estimated to be a \$968 tax reduction









Area Tax Rates

Naples Projects to be at \$15.30 for 2022-23

ADD A FOOTER

School District	2021-2022 Equalized	
School District	Tax Rate	
Marcus-Whitman	\$13.26	
Honeoye	\$14.52	
Naples	\$15.32	
Lyons	\$16.85	
Victor	\$16.98	
Newark	\$18.16	
Wayne	\$18.61	
Clyde Savannah	\$18.70	
Canandaigua	\$18.75	
Sodus	\$18.91	
Waterloo	\$19.00	
Geneva	\$20.11	
Bloomfield	\$20.64	
Midlakes	\$20.91	
Livonia	\$20.98	
Pal-Mac	\$22.35	
Seneca Falls	\$23.36	
Red Jacket	\$23.89	
Williamson	\$26.25	
Gananda	\$26.72	

Revenue Summary

Breakdown of Revenue:

State Aid = 39%

Local Taxes/STAR = 57%

Misc. = 4%

(Medicaid, Grants, Interest and Penalties, Admissions, Refunds, Previous Year Applied Revenues, Transfer from Debt Service Fund)

	2021-22	2022-23 (Proposed)	Difference
Local Property Tax	\$12,259,719	\$12,668,202	\$408,483
State Aid	\$8,487,579	\$8,857,274	\$369,695
Debt Service	\$98,000	\$75,000	(\$23,000)
Miscellaneous Revenue	\$533,192	\$481,534	(\$51,568)
Prior Year Fund Balance	\$356,037	\$256,037	(\$100,000)
TOTAL	\$21,734,527	\$22,338,047	\$603,520



Expenditure Projections

Highlights:

- 22% increase in health care
- New contractual agreements now in effect
- National inflation of 8.5%



	2021-22	2022-23 (Proposed)	Difference
General Support	\$2,420,195	\$2,455,024	\$34,829
Instruction	\$10,189,172	\$10,415,356	\$226,184
Pupil Transportation	\$1,279,418	\$1,268,451	(\$10,967)
Community Services	\$2,400	\$2,400	\$0
Employee Benefits	\$5,034,342	\$5,390,966	\$356,624
Debt Service	\$2,629,000	\$2,625,850	(\$3,150)
Interfund Transfers	\$180,000	\$180,000	\$0
TOTAL	\$21,734,527	\$22,338,047	\$603,520

3-Part Budget

8.8% of budget

Administrative Component \$1,966,977

The Administrative Component provides for overall general support and management activities including:

- District Clerk and Superintendent's office
 Business office operations
- Business once operations
- Personnel, legal, liability and property insurance
 Auditing services
- Casta for the admi
- Costs for the administration and supervision of the District's two school buildings
- Employee benefits for all administrative and clerical support staff including social security, workers' compensation, pensions, health insurance and unemployment

17.6% of budget \$3,932,883

The Capital Component provides for: • Maintenance and upkeep of all District buildings • Maintenance and upkeep of over

30 acres of property • Electricity, gas heat, water and telephone services

 "Mortgage" or debt service payments on capital projects (principal and interest payments)

 Refund of taxes for claims against property assessments

 Benefits for maintenance and custodial staff including health insurance, social security, unemployment, non-teaching retirement, workers' compensation and an employee assistance program

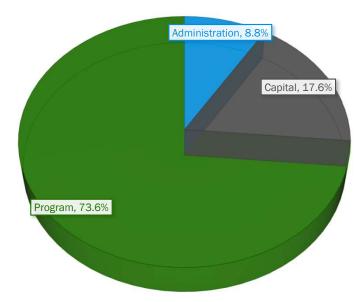
State aided capital outlay project costs



for the instruction of and educational support services for the District's students including: • Salary expenditures for instructional staff • Programs for Special Education services • Instructional support programs including health, extra-curricular and athletic activities • Supplies, materials, textbooks, computer hardware, and software that support instructional programs • Transporting approximately 550 students • Benefits for instructional employees including Social Security, workers' compensation

Social Security, workers' compensation, insurance (life, health, dental, disability), employee assistance program and unemployment insurance

3 PART STATE BUDGET



Proposed 2022-2023 Budget

Shall the following resolution be adopted, to wit:

BE IT RESOLVED, That the Board of Education of the Naples Central School be authorized to expend the sum set forth in the total amount of <u>\$22,338,047</u> and to levy the necessary tax therefore.



Takeaways

- Budget increase is 2.78%
- District tax rate is projected to be below the 2014 – 2021 rates
- The District will not exceed the tax cap of 3.33%
- Taking a cautious approach for the remainder of this year and budgeting for next year to meet District priorities and goals



Library Board of Trustees Election and Library Levy

Personal Statement: My earliest memories of a library is using the Fairfield branch in Buffalo as a student getting materials for school projects. We summered in Port Colborne Ontario and used the local library for our "mandatory" daily hour of summer reading. As a middle school teacher, we had a daily picture book read and discussion and the OWWL system was an invaluable source of materials for my monthly themes. As a Trustee, I would be interested in doing anything I could to facilitate or expand the current library services to the Naples community.

Family: Born & raised in Buffalo, NY. I have 2 brothers and 2 sisters. Married to Patricia. We have 4 children and 15

Education: Grade School @ St. Marks & High School @ Canisius High in Buffalo, NY, Bachelor in Business in Marketing at University of Notre Dame, 1970, Masters of Special Education, D'Youville College, 1999 <u>Profession</u>: Special Education teacher with WFL Boces at the Red Jacket Education Center from 2000-2021. Currently Retired.



Douglas Cochrane

Gerald Bay

Lisa Jensen

District Resident: 17 years

District Resident: 22 years

grandchildren

Education: Middleser, Valley Central School, Keuka College - Bachelor's Degree, Special Education, Geneseo State College -Matter's Degree, Special Education Profession: Retired Teacher, Naples Central School

Community Involvement/Activities:

Community Involvement/Activities: None

 Community Park Groundskeeper Volunteer Hospeace House Volunteer

Family: Wife: Donna Sons: Kory & Mark Bay Daughter: Greta Voss

Grandchildren: Mitch, Evan, Adam, Polly, Max, Wyatt, Oliver, Jessica, Lilly & Bennie Personal Statement:

I am a retired Elementary teacher who believes the library is an important part of our education. It is important that our children learn early that a library card is a ticket to adventure. Time spent in the library can provide a multitude of opportunities that remain with us a lifetime.

District Resident: 10 years

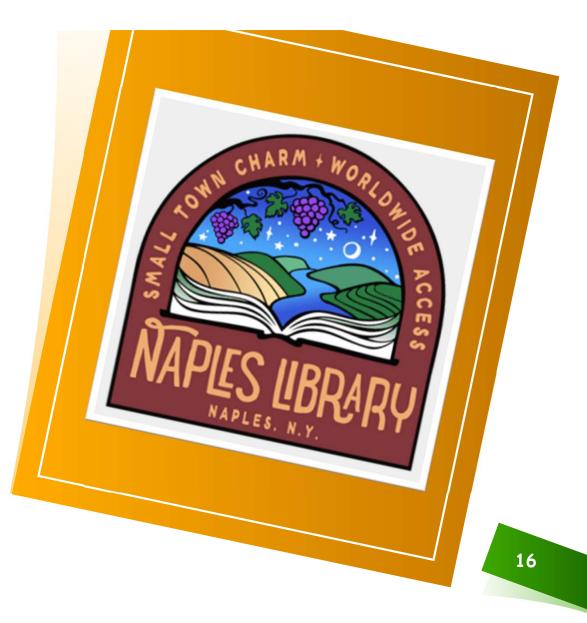
Education: IA in Speech Communication, Ithaca College, Summa Cum Laude, 1990, MA in Theology, Concentration in Youth Ministry, Fuller Theological Seminary, 1995 <u>Profession</u>: Homeschooling Parent, Part-Time Computer Programmer for Cornell University Community Involvement/Activities:

 Current Library Board member Seneca School for Performing Arts Volunteer

Family: Husband: Jonathan Jensen Children: Molly, Kate, Leif and Luke

Personal Statement; I have highly valued libraries as long as I can remember and have made extensive use of them – whether for school, work or

personal reasons. I have been a regular patron of the Naples Library for years and believe that it is an invaluable addition to our community. The resources provided by the library meets on may needs. The various materials and programs help the people of the Naples community with academic research, entertainment, volunteer opportunities, children's programming, community building, and the ist goes on. Thave from the bitrary staff to be knowledgeable, friendly and beipful. We are lucky to have them, I am a current Library Board member and I believe I have made a valuable contribution to the Board. I would like to serve for another term



Library Levy				
	REVENUE SOURCES	AMOUNT	PROJECTED EXPENSE	ES AMOUNT
	Local Public Funds	\$222,600	Personnel Costs	\$124,844
	Pioneer Library System	\$1,088	Lending Materials	\$29,600
	Gifts/Donations	\$1,500	Capital Expenditure	
	Library Charges	\$1,500	Operations and Maintenance	\$38,200
Naples Library Vote is separate	Miscellaneous	\$1,000	Library System Contracts (OWWL)	\$9,795
from the School budget vote.	Endowment Income		Technology	\$3,200
	TOTAL	\$227,688	Organizational Expense	\$15,353
			Program Expense	\$6,696
			TOTAL	\$227,688
	/			17

Vote Day Information

Tuesday, May 17, 2022

- Where: High School Library
- When: 7 AM 8 PM



School Board Member Vote

School Board Candidates

Amie Levine

Address: 87909 Hickory Bottom Road, Naples, NY 14512 Email: amielevine@gmail.com District Resident: 8 Years

Education: University of Utah, BS in Business Administration with a minor in Parks, Recreation and Tourism

Profession: Hunt Hollow Ski Club Customer Service and Business Support and freelance gardener. Prior positions as Administration Assistant at University of Utah Marriott Library (6 years), Rocky Mountain National Park Visitor Use Assistant (5 years), Blue Ridge Parkway Interpretive Ranger (4 years), United States Postal Service (3 years), and New York State Parks (2 years).

Community Involvement/Activities:

· Parent to Teacher Partnership, 2014-present

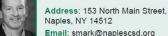
Summit in the Valley planning committee (2015-2018)

Family:

Husband - Mat Daughters - Brie (11) and Harper (6)

Personal statement: Since moving to the Naples Central School District in 2014 I have been consistently impressed with the quality of education that administrators, teachers and staff provide to District students. I would be grateful for the opportunity to represent the community and serve as a member of the Naples Central School District Board of Education.

Steven K. Mark



Email: smark@naplescsd.org

District Resident: 16 Years

Education: CMCS High School, 1987; Associates Degree, Alfred State College in Business Management, 1989

Profession: Paychex - Talent Acquisition - Recruiter

Community Involvement/Activities: Band Boosters - Member 6+ years & President 3 years

Family:

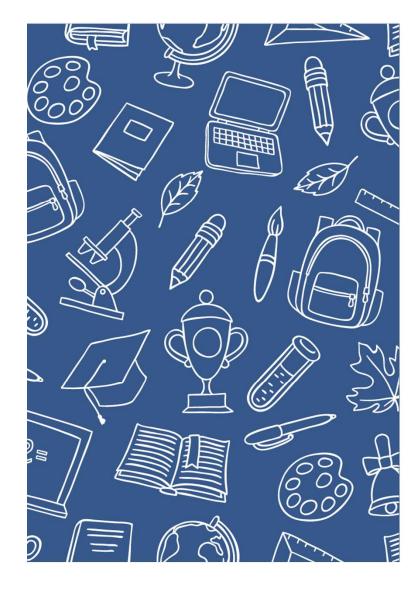
Barbara (Martino) Mark - NCS Class of 1988 Julia Mark - NCS Class of 2018 Kaitlyn Mark - NCS Class of 2022

Personal statement: I am excited to run for a second term on the Board. NCSD has gone through many changes over the last three years and I am proud of how the District managed the challenges along the way. I have been able to learn & grow with the different aspects of serving on the board including but not limited to: Capital Improvement projects; Policy updates; Superintendent changes and the Covid-19 pandemic. I have been a District resident for 16 vears; an active member of the community; and served as

the Band Booster president for 3 years. My wife Barbara attended Naples as well as my two daughters. Julie who graduated in 2018 and Kaitlyn who graduates this year. Attending Naples school has been a fulfilling experience for my entire family and I look forward to continuing my role as a board member.









WAYNE-FINGER LAKES BOCES



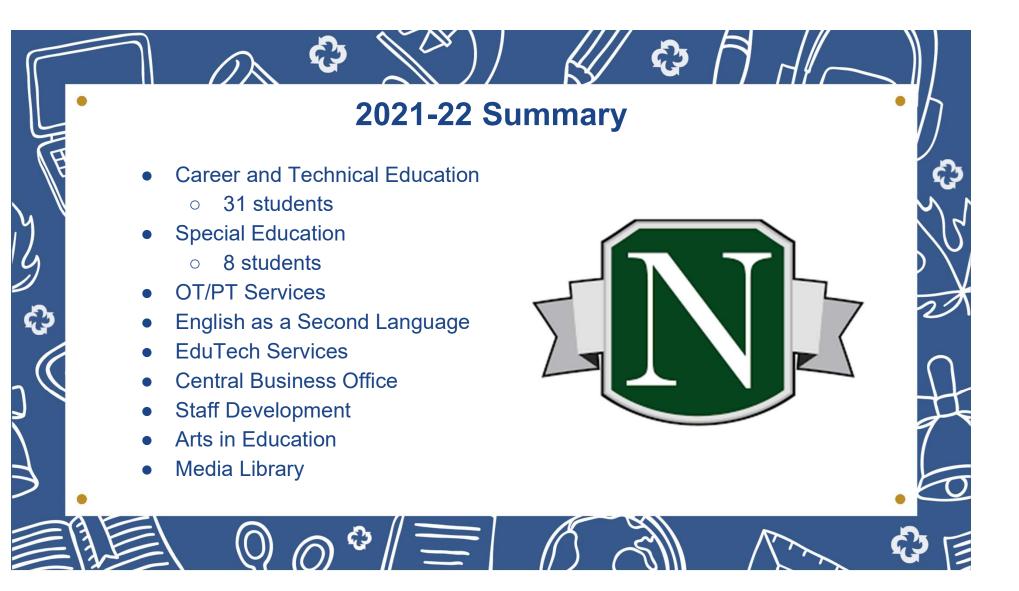
www.wflboces.org









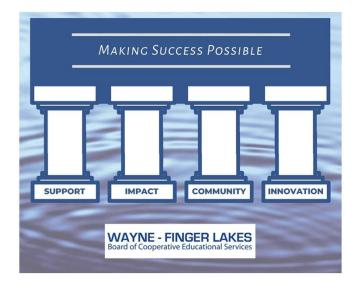




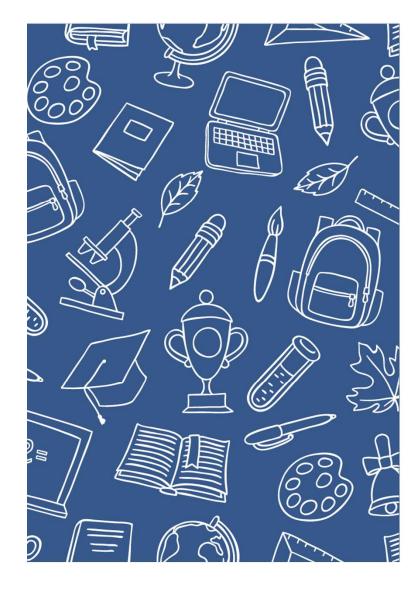
SUPPORT | IMPACT | COMMUNITY | INNOVATION

Making Success Possible

- W-FL BOCES commits to impact P-16 education and support regional economic growth.
- W-FL BOCES commits to increase capacity of individual component districts through development of collaborative opportunities.
- W-FL BOCES commits to transform instructional pedagogy in the region.
- W-FL BOCES commits to promote a culture of innovation.
- W-FL BOCES commits to foster effective communication.









WAYNE-FINGER LAKES BOCES



www.wflboces.org

MEMORANDUM OF AGREEMENT BETWEEN CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. (CSEA, INC.), LOCAL 1000, AFSCME, AFL-CIO, NAPLES CSD SUPPORT STAFF UNIT #7853 ONTARIO COUNTY LOCAL 835,

The Naples Central School District (hereinafter referred to as the "District") and the CSEA, Inc. (hereinafter referred to as the "CSEA"), (collectively referred to as the "Parties") are parties to a collective bargaining 2019-2025 Agreement (hereinafter referred to as the "CBA") and recognize:

- 1. Article 25.1 of the CBA discusses the posting of job vacancies at least 15 days prior to the date the position is to be filled;
- 2. The District needs to fill a new vacancy for "Groundskeeper/Auto Mechanic" immediately; and
- 3. The Parties wish to resolve certain issues within each of the above referenced sections and in the best interest of the CSEA and the District.

Therefore, the Parties agree as follows:

- 1. The 15-day posting period in Article 25.1 will be waived for the current "Groundskeeper/Auto Mechanic" position only.
- 2. The District shall be able to fill this vacancy immediately.
- 3. The parties hereby acknowledge that they had the opportunity to be advised by counsel or a labor relations representative, and/or CSEA Unit Officer regarding this Agreement, that they have read this Agreement, that they fully understand its contents, and that they have executed the same and made the agreement provided for herein voluntarily and of their own free will.
- 4. By their signature below, the parties acknowledge the above understanding is being made based on the particular circumstances involved and that this agreement shall not serve as a precedent in any future application or interpretation of the collectively bargained agreement between the parties, except as stated therein.

For the CSEA, Inc.

Paul Peters Labor Relations Specialist

Midge Guererri Local CSEA Unit President Date

Date

For the District

Kevin Swartz Superintendent Date

From: 4/1/2022 To: 4/29/2022

Elen Deletions Agril 2022

Naples Elementary School

4/29/2022 - Copies	Removed: 103			
Amphibians (Removed	l: 1)			
Author: Disney Educa association with KCTS Ears Productions.		ISBN: 1-932644-22-9	Published: 2004	
Call Number DVD 597.8 AMP	Barcode NAE00159066	Price \$29.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			5
Animal locomotion (Re	emoved: 1)			
Author: Disney preser Gottlieb, James McKe Nye ; in association w Rabbit Ears Productio	enna ; head writer, Bill <i>r</i> ith KCTS Seattle,	ISBN: 1-932644-27-X	Published: 2004	
Call Number DVD 591.1	Barcode NAE00159071	Price \$29.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			
Archaeology (Remove	d: 1)			
Author: produced in a National Science Fou Seattle in association Productions, Inc.; cre	ndation [and] KCTS with Rabbit Ears	ISBN: 0-89625-926-9	Published: 1998	
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Author: directed by McKenna ; writers, I	Erren Gottlieb, James Michael Gross[et al.] ; ion, in association with	ISBN: 0-89625-930-7	Published: 2003	
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Author: producer/director Ott ; writer, Kate Youngd Communications, Inc.		ISBN: 1-41710414-7	Published: 2006	
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Author: Disney Educatio association with KCTS S Ears Productions.		ISBN: 0-89625-993-5	Published: 2003	
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Author: directed by Er McKenna ; head write Vista Television, in as Seattle, in association	r, Bill Nye ; Buena sociation with KCTS	ISBN: 1-932644-43-1	Published: 2004	
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Author: directed by E McKenna ; writers, M [produced] in associa Seattle, in association	lichael Gross[et al.] ; ition with KCTS	ISBN: 1-932644-92-X	Published: 2005	
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Author: producer/dire writer, Kate Youngda Productions, LLC.		ISBN: 1-57225-759-8	Published: 2004	
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Author: Disney Education association with KCTS Stars Productions.	nal Productions in	ISBN: 1-932644-50-4	Published: 2004	
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Was Available W	eeded			
Pseudoscience Do-it-yo				
Author: produced in ass National Science Found McKenna/Gottlieb Produ KCTS Seattle ; creative Ears	lation, ucers, Inc. [and]	ISBN: 1-932644-32-6	Published: 1998	
Call Number	Barcode	Price	Acquired	Removed By bhawks@naplescsd.or
DVD 501 PSE	NAE00158956		6/13/2017	g
Was Available W	eeded			
Reptiles (Removed: 1)				
Author: Disney Education association with KCTS Ears Productions.	onal Productions in Seattle and Rabbit	ISBN: 1-932644-04-0	Published: 2003	
Call Number	Barcode	Price	Acquired	Removed By

DVD 597.9 REP	NAE00159039	\$29.95	6/13/2017	bhawks@naplescsd.or
Was Available V	Weeded			g
Respiration (Removed	: 1)			
	enna ; head writer, Bill ith KCTS Seattle,	ISBN: 0-89625-999-4	Published: 2003	
Call Number DVD 612.2 RES	Barcode NAE00159081	Price \$29.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			-
Rivers & streams (Ren	noved: 1)			
Author: Disney preser Gottlieb, James McKe Nye ; in association w Rabbit Ears Productio	enna ; head writer, Bill /ith KCTS Seattle,	ISBN: 978-1-932644-82-1	Published: 2005	
Call Number DVD 551.48 RIV	Barcode NAE00159044	Price \$29.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded		11.00 · · · · · · · · · · · · · · · · · ·	
Rocks and soil (Remo	ved: 1)			
Author: Disney Educa association with KCT Ears Productions.	ational Productions in S Seattle and Rabbit	ISBN: 0-89625-943-9	Published: 2003	
Call Number DVD 551 ROC	Barcode NAE00158981	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			
The science of music	(Removed: 1)			
Author: produced in a National Science Fou Seattle ; Rabbit Ears producers, James Mo	Indation ; KCTS Production ; executive	ISBN: 1-932644-97-0	Published: 2005	
Call Number DVD 781.2 SCI	Barcode NAE00159053	Price \$29.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			
Shiloh (Removed: 1)				
Author: a Utopia Pict production in associa Entertainment ; a Da produced by Zane W Rosenbl	ition with Zeta le Rosenbloom film ;	ISBN: 0-7907-6160-2	Published: 2001	
Call Number DVD FIC SHI	Barcode NAE00159408	Price \$12.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or a
Was Available	- Weeded			g

Simple machines (Remo	ved: 1)			
Author: Disney Educatio association with KCTS S Ears Productions.	onal Productions in	ISBN: 0-89625-944-7	Published: 2003	
Call Number DVD 621.8 SIM	Barcode NAE00159083	Price \$29.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available W	eeded			5
Skin Cells (Removed: 1)				
Author: produced in ass National Science Found Seattle ; creative consu Productions, Inc. ; creat	lation [and] KCTS Itants, Rabbit Ears	ISBN: 1-932644-01-6	Published: 1998	
Call NumberBarcodeDVD 612.7 SKINAE00158945		Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available W	leeded			
Smell (Removed: 1)				
Author: Disney Education association with KCTS		ISBN: 1-932644-41-5	Published: 2004	
Call Number DVD 612.8 SME	Barcode NAE00158958	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available W	/eeded			
Space exploration (Rem	oved: 1)			
Author: Disney Education association with KCTS Ears Productions.		ISBN: 1-932644-16-4	Published: 2004	
Call Number DVD 629.4 SPA	Barcode NAE00159080	Price \$29.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available W	/eeded			
Spiders (Removed: 1)				
Author: head writer, Bill Michael Gross, Darrell Television, in association Seattle, in association	Suto ; Buena Vista on with KCTS	ISBN: 1-932644-38-5	Published: 2004	
Call Number DVD 595.4 SPI	Barcode NAE00159055	Price \$29.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available V	Veeded			·
Spinning things (Remov	ved: 1)			
Author: directed by Erro McKenna ; head writer Vista Television, in ass Seattle, in association	, Bill Nye ; Buena ociation with KCTS	ISBN: 1-932644-46-6	Published: 2004	
Call Number	Barcode	Price	Acquired	Removed By

DVD 531 SPI	Removed: 103 NAE00159082	\$29.95	6/13/2017	bhawks@naplescsd.or
Was Available '	Weeded			g
Static electricity (Remo	oved: 1)			
Author: Disney Educa association with KCTS Ears Productions.	tional Productions in	ISBN: 1-932644-91-1	Published: 2005	
Call Number DVD 537 STA	Barcode NAE00159054	Price \$29.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			
Stories about Ralph S.	. Mouse (Removed: 1)		
Author: Scholastic ; p McQuilkin.		ISBN: 1-55592-862-5	Published: 2002	
Call Number DVD RAL	Barcode NAE00158934	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			
Storms (Removed: 1)				
Author: Disney Educa association with KCT Ears Productions.	ational Productions in S Seattle and Rabbit	ISBN: 1-932644-45-8	Published: 2004	
Call Number	Barcode	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or
DVD 551.55 STO	NAE00159076	\$29.95	6/13/2017	g
Was Available	Weeded			
Structures. roduced in	association with the	e National Science Foundation	on [a (Removed: 1) Published: 1993	
Call Number DVD 500 STR	Barcode NAE00158961	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			
The Sun (Removed: 1)			
	ational Productions in	ISBN: 1-932644-15-6	Published: 2004	
association with KCT	S Seattle and Rabbit			
Author: Disney Educa association with KCT Ears Productions. Call Number DVD 523.7 SUN	S Seattle and Rabbit Barcode NAE00159047	Price \$29.95	Acquired 6/13/2017	
association with KCT Ears Productions. Call Number	S Seattle and Rabbit Barcode NAE00159047		•	-
association with KCT Ears Productions. Call Number DVD 523.7 SUN Was Available	S Seattle and Rabbit Barcode NAE00159047 - Weeded		•	bhawks@naplescsd.or
association with KCT Ears Productions. Call Number DVD 523.7 SUN Was Available	S Seattle and Rabbit Barcode NAE00159047 - Weeded on (Removed: 1) presents ; produced by ted by Ken Annakin ;		•	bhawks@naplescsd.or g

Time (Removed: 1)				
Author: Disney Educa association with KCT Ears Productions.	tional Productions in S Seattle and Rabbit	ISBN: 1-932644-52-0	Published: 2004	
Call Number DVD 529 TIM	Barcode NAE00158954	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			
Tom Sawyer (Remove	d: 1)			
Author: Reader's Dige screenplay by Robert Richard M. Sherman P. Jacobs ; directed b	B. Sherman and ; produced by Arthur	ISBN: 0-7928-6783-1	Published: 2005	
Call Number DVD FIC TOM	Barcode NAE00160224	Price \$27.96	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			.
Treasure Island (Remo	oved: 1)			
Author: an Agamemn ; in association with E produced & directed l		ISBN: 0-7806-8129-0	Published: 1989	
Call Number DVD TRE	Barcode 00159970	Price \$14.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			
Volcanoes (Removed:	: 1)		D	
Author: Buena Vista association with KCT association with McK Producers, Inc., in as Ears Produc	S Seattle, in	ISBN: 0-89625-996-X	Published: 2003	
Call Number DVD 551.2 VOL	Barcode NAE00158944	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			
Water cycle (Remove				
Gottlieb, James McK	enna ; head writer, Bil McKenna [et al.] ; ii		Published: 2003	
Call Number DVD 553.7	Barcode NAE00158943	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	- Weeded			-
Wetlands (Removed:	1)			
McKenna ; Buena Vi association with KC1		ISBN: 1-932644-06-7	Published: 2003	
association with Rap		Price	Acquired	Removed By

DVD 551.48 WET	Removed: 103 NAE00159051	\$29.95	6/13/2017	bhawks@naplescsd.or
Was Available \				g
Where the red fern gro				
Author: Crusader Ente Doty-Dayton Studios ; Productions ; produce George Dayton, Philip	rtainment LLC ; Elixir Film ; Persik rs, David Alexanian,	ISBN: 0-7888-5628-6	Published: 2004	
Call Number DVD WHE	Barcode NAE00148303	Price \$19.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available V	Weeded			
Wind (Removed: 1)				
Author: produced in as National Science Fou Productions [and] KC by Erren Gottlieb [and	ndation, Rabbit Ears FS/Seattle ; directed	ISBN: 1-932644-94-6	Published: 1994	
Call Number DVD 551.51 WIN	Barcode NAE00158946	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			
The wizard of Oz (Rem	oved: 1)		Published: 2013	
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DVD WIZ	NAE00161654	\$5.97	10/10/2017	bhawks@naplescsd.or g
Was Available	Weeded			
Wonder (Removed: 1)				
Author: Lionsgate pre with Participant Media in association with TII Limited ; a Mandeville	a and Walden Media ; < Films (Hong Kong)		Published: 2018	
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Beauty and the Beast	25th anniversary edit	tion (Removed: 1)		
Author: Walt Disney F association with Silve	Pictures presents in er Screen Partners IV busdale and Kirk Wise	LCCN: be2016-36643	Published: 2016	Dumund Dir
Call Number DVD BEA	Barcode NAE00161607	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.o g
Was Available	Mondod			-

	Removed: 22			
A Charlie Brown Christ	•		Published: 2008	
Author: a Lee Mendels production in cooperati Feature Syndicate and Creative Associates ; p	on with United Charles M. Schulz	ISBN: 1-41986926-4		
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Charlotte's web (Remov	/ed: 1)			
Author: a Hanna-Barbe production ; produced and William Hanna ; di Nichols and Iwao Taka	by Joseph Barbera rected by Charles	ISBN: 0-7921-7751-7	Published: 2001	
Call Number DVD CHA	Barcode NAE00148078	Price \$0.00	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
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The chronicles of Narn	ia: the lion, the witch	and the wardrobe (Removed: 1)		
Author: Walt Disney Pi Media presents ; a Ma production ; an Andrev produced by Mark Joh direct	rk Johnson v Adamson film ;	ISBN: 0-7888-6070-4	Published: 2006	
Call Number DVD FIC CHR	Barcode NAE00158766	Price \$19.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available V	Veeded			
A closer look at Earth (Removed: 1)			
Author: writers, C.K. J Stokhaug ; producer, c ; SchoolMedia Inc.			Published: 2004	
Call Number DVD 525 CLO	Barcode NAE00158926	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available \	Needed			
Communities around the Author: produced by T for 100% [percent] Produced for 100% [per	ake 1 Productions,	1) ISBN: 1-58541-264-3	Published: 1999	
Call Number DVD 307 COM	Barcode NAE00148333	Price \$39.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available V	Weeded			J
Exploring communities	s long ago (Removed	d: 1)		
Author: written by Ton producer/director, Mar produced by Mazzare	y Mazzarella ; k Mazzarella ;	ISBN: 1-934119-07-5	Published: 2007	

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DVD 307.097 EXP	NAE00159374			
		\$23.95	6/13/2017	bhawks@naplescsd.or g
Was Available W	Veeded			
Green eggs and ham an	d other stories (R			
Author: a Cat in the Ha CBS Television Networ association with DFE F Freleng production.	rk production in	LCCN: 2012-18282	Published: 2012	
Call Number DVD FIC GRE	Barcode 00159977	Price \$19.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available V	Veeded			
Habitats and biomes ec	osystems of the w	vorld (Removed: 1)		
Author: writer, Heather SchoolMedia, Inc.	Stokhaug ;	ISBN: 1-58541-468-9	Published: 2005	
Call Number DVD 577 HAB	Barcode NAE00158919	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available V	Veeded			
How communities are a	like and different			
Author: 100% Producti Winters Productions.	ons presents ;	ISBN: 1-58541-273-2	Published: 2004	
Call Number DVD 307 HOW	Barcode NAE00159434	Price \$35.96	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available V	Veeded			
How communities grow	v and change (Ren	noved: 1)		
Author: produced by P Patrick Winters.	atti Winters and	ISBN: 1-58541-274-0	Published: 2004	
Call Number DVD 307.14 HOW	Barcode NAE00159431	Price \$35.96	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available V	Needed			
The importance of plan	its (Removed: 1)			
Author: 100% Education SchoolMedia, Inc.	onal Videos ;	ISBN: 1-58541-334-8	Published: 2004	
Call Number DVD 580 IMP	Barcode NAE00158918	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available \	Weeded			·
Insect lifecycles metan	norphosis (Remov	ed: 1)		
Author: 100% Education [presents] ; Schoolvide SchoolMedia, Inc.	onal Videos	ISBN: 1-58541-335-6	Published: 2004	
Call Number DVD 591.3 INS	Barcode NAE00148481	Price \$29.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.ol g

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Insects (Removed: 1)				
Author: produced by 1 Videos, Inc.	100% Educational	ISBN: 1-58541-336-4	Published: 2000	
Call Number DVD 595.7 INS	Barcode NAE00148321	Price \$29.92	Acquired 6/13/2017	Removed By bhawks@naplescsd.or
Was Available	Weeded			g
Landforms (Removed:	: 1)	<u></u>		
Author: producer, Col Dorothy Pierce.	leen Jackson ; writer,	ISBN: 1-58541-277-5	Published: 2000	
Call Number DVD 551.4 LAN	Barcode NAE00158916	Price	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			3
The Lorax (Removed:	1)			
Author: Dr. Seuss.		ISBN: 978-0-7806-8401-0	Published: 2012	
Call Number DVD FIC LOR	Barcode 00159968	Price \$19.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
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Mister Rogers' neighb	orhood (Removed: 1)	· · · · · · · · · · · · · · · · · · ·	<u>.</u>
Author: Rogers, Fred	-		Published: 2018	
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Was Available	Weeded			9
A multicultural Christ	mas (Removed: 1)			· · · · · · · · · · · · · · · · · · ·
Author: Colman Com producer, director, W	munications ; writer,		Published: 1993	
Call Number DVD 394.2 MUL	Barcode NAE00148336	Price \$39.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or
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The snowman ; and th	e snowman and the	snowdog. (Removed: 1)		
			Published: 2015	
Call Number DVD SNO	Barcode NAE00161659	Price \$14.99	Acquired 10/10/2017	Removed By bhawks@naplescsd.or g
Was Available	Weeded			3
The sound of music (I	Removed: 1)		Published: 2015	
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Call Number DVD FIC STU	Barcode 00159966	Price \$14.95	Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available V	Veeded			
Weathering & erosion (Author: 100% Producti produced by 100% Edu Inc. ; producer, director Jackson.	ons presents ; ucational Videos,		Published: 2002	
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Charlotte's web (Remove Author: White, E. B. (E 1985.	-	- LCCN: 52-9760	Published: 1980	
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1nf1n1ty (Removed: 1)					
Author: Ward, Rachel, 1	964-	LCCN: 201	1-32709	Published: 2012	
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Author: Powell, Jillian.		LCCN: 2008	3-5459	Published: 2009	
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Author: Herbst, Judith.		LCCN: 2003	8-15808	Published: 2005	
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Author: Roth, Veronica.		LCCN: 2013	3-941315	Published: 2013	
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Alternative energy sourc	es (Removed: 1)				
Author: Morgan, Sally.		LCCN: 2002	2-2628	Published: 2003	
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Alternative energy : Vol.	2 (Removed: 1)				
Author: Neil Schlager ar editors.	id Jayne Weisblatt,	LCCN: 2006	6-3763	Published: 2006	
Call Number 333.79 ALT	Barcode NAS0034336	Price \$50.67		Acquired 6/13/2017	Removed By bhawks@naplescsd.or g
Was Available We	eeded				5
Alternative energy : Vol.	•				
Author: Neil Schlager ar editors.	d Jayne Weisblatt,	LCCN: 2006	8-3763	Published: 2006	
Call Number 333.79 ALT	Barcode NAS0034333	Price \$50.67		Acquired 6/13/2017	Removed By bhawks@naplescsd.or

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Alternative energy. Vo Author: Neil Schlager editors.	•	moved: 1) , ISBN: 0-7876-9439-8	Published: 2006	
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The antiwar movemen	t (Removed: 1)			
Author: Randy Scher	• •	LCCN: 2003-59934	Published: 2004	
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Because it is my bloo	d (Removed: 1)			······································
Author: Zevin, Gabrie	elle.	LCCN: 2011-36991	Published: 2012	
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Author: Carr, Nichola	s G., 1959-	LCCN: 2007-38084	Published: 2008	
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Author: Sullivan, Tara	a,	LCCN: 2015-38251	Published: 2016	
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Author: Crystal, David	•	LCCN: 2003-272259	Published: 2003	
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Camp Wild (Removed	: 1)			
Author: Withers, Parr	1.	LCCN: 2005-921298	Published: 2005	
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Career information ce	nter. 6, Engineering	, science, technology, and socia	l (Removed: 1)	
Author: Paula Kepos	, series editor.	ISBN: 978-0-02-866053-0 (v. 6)	Published: 2007	

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Call Number 331.7 CAR	Barcode NAS0023684	Price \$0.00	Acquired 6/13/2017	Removed By bhawks@naplescsd.or
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		ISBN: 978-0-02-866049-3 (v. 2)	Published: 2007	
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