

BOARD MEETING: Regular Meeting
DATE: Wednesday, October 8, 2025
TIME: 6:00 p.m.
PLACE: Naples High School Library

- I. Roll Call
- II. Meeting Called to Order
- III. Adopt the Agenda of the Regular Meeting of October 8, 2025 (Board Action)
- IV. Proposed Executive Session, Subject to Board Approval
- V. Pledge of Allegiance
- VI. Public Comments:

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. *The total of all comments will not exceed 15 minutes.*

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.

Board Response: 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.
- VII. Points of Interest
- VIII. Superintendent Reports – Administrative Updates - Presentations
 - Facilities Department
 - Science Department
 - Superintendent Update
 - Student Representative Update
 - Assistant Superintendent for Business
 - Administrative Updates
- IX. Board Report – Policy Committee
- X. 2025-2026 NYSSBA Resolutions (Board Action)
- XI. Board Priorities (Board Action)
- XII. Minutes (Board Action)
- XIII. Agreements (Board Action)
- XIV. Business (Board Action)
 - Budget Transfer
 - Discards
 - Incomplete Team of One - Wrestling
- XV. Personnel (Board Action)
 - Resignations
 - Appointments
 - Unpaid Days
 - 2025-2026 Winter Sports Coaches
- XVI. Consent Agenda Items (Board Action)
 - CSE Committee Recommendations
 - Substitutes
- XVII. Adjournment (Board Action)

Minutes of a Regular Meeting of the Board of Education of Naples Central School held on Wednesday, October 8, 2025 at 6:00 p.m. in the Naples High School Library.

Roll Call:	Members Present:	Robert Brautigam	Kelley Louthan
		Joseph Callaghan	Steven Mark
		Jacob Hall	Maura Sullivan
		Amie Levine	

Members Absent:

Also Present: Student Representative Alessandra Figueiredo and Lily Hirsh, Kevin Swartz, Chad Hunt, Christina Brautigam and Michele Barkley

A quorum being present, the Regular Meeting of October 8, 2025 was called to order at _____ p.m. by President Board Member Jacob Hall.

Motion:

2nd:

Resolved, that the Board of Education approves the agenda of the Regular Meeting of October 8, 2025 as presented.

Voting Yes:

Motion Carried

Voting No:

Motion Denied

Motion:

2nd:

Resolved, that the Board of Education approves calling an executive session at _____ p.m. for

- a) The medical and employment history of a particular person.
- b) Discussions regarding proposed, pending or current litigation.

Voting Yes:

Motion Carried

Voting No:

Motion Denied

Time out of Executive Session: _____ p.m.

Pledge of Allegiance

Public Comments – Boards Response

Points of Interest

Superintendent Reports – Administrative Reports - Presentations

Board Report – Policy

Board – 2025-2026 NYSSBA Resolutions

Motion:

2nd:

Resolved, that the Board of Education adopts the Board Priorities as presented.

Priority 1: Ensure Student-Centered Holistic Success through Alignment and Collaboration

****Objective:**** Foster a comprehensive and student-centered educational experience that supports the academic, social, and emotional development of all students by ensuring vertical and horizontal alignment and promoting collaboration among educators, students, and the community.

Priority 2: Promote Safety and Accountability through Continuous Improvement

****Objective:**** Foster a safe and accountable learning environment that prioritizes the well-being of students and staff through a focus of continuous improvement.

Priority 3: Optimize Resource Utilization with Flexibility for Student-Centered Educational Excellence

****Objective:**** Maximize the use of financial, human, and physical resources to support educational excellence and ensure accountability at all levels.

These priorities aim to provide all students and staff the opportunity to reach their maximum potential in a safe, caring, optimistic, and respectful environment.

Voting Yes:

Motion Carried

Voting No:

Motion Denied

Motion:

2nd:

Resolved, that the Board of Education approves the minutes of the following meeting(s):

- Special Meeting of September 23, 2025
- Regular Meeting of September 24, 2025

Voting Yes:

Motion Carried

Voting No:

Motion Denied

Motion:

2nd:

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

- Resolved, that upon the recommendation of the Superintendent, the Board of Education approves the Memorandum of Agreement between Naples Central School District and the Naples Teachers' Association with regard to Article VI Section B: Dental Coverage Plan changes from HEG to Excellus Dental Blue Plan effective January 1, 2026 of the 2024-2028 Bargaining Unit Agreement. (Attached)
- Resolved, that upon the recommendation of the Superintendent, the Board of Education approves the Memorandum of Agreement between Naples Central School District and the Naples Association of School Administrators with regard to Article III Section 5: Dental

Coverage Plan changes from HEG to Excellus Dental Blue Plan effective January 1, 2026 of the 2024-2029 Bargaining Unit Agreement. (Attached)

- Resolved, that upon the recommendation of the Superintendent, the Board of Education approves the Memorandum of Agreement between Naples Central School District and the Confidential Staff Unit with regard to additional work performed as a result of the District Third-Party Administrator breaching contract.

Voting Yes: Motion Carried

Voting No: Motion Denied

Motion:

2nd:

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 the Board of Education approves the following Budget Transfer:
 - FROM 2250-150-00-2000 \$80,000.00 Instructional Salaries
 - TO 2110-400-01-0000 \$80,000.00 Contractual High School
- Resolved, that approval be given for the following to be declared surplus property and approval given to discard as per Policy #5520:
 - Elementary Library September 2025 (Attached)
- Resolved, that the Board of Education approves the formation of a Naples Incomplete Team of One effective for the 2025-2026 Winter Season, for Naples athlete, Oliver Stuck, for the purpose of competing on the Avoca/Prattsburgh Wrestling Team at Avoca/Prattsburgh Central School District.

Voting Yes: Motion Carried

Voting No: Motion Denied

Motion:

2nd:

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

- Resolved, that the Board of Education approves the following Resignation(s), with regret:
 - Micah Dedee, Cleaner, effective 10/07/25
- Resolved, that upon the recommendation of the Superintendent, the Naples Central School District Board of Education approves the following Probationary appointment(s), pending a successful background fingerprinting clearance report:
 - Micah Dedee, Building Maintenance Assistant, effective 10/07/25 at the rate of \$16.90/hour
 - Christopher Paterson, School Bus Driver, effective 10/03/25, at the rate of \$18.00/hour for the time period associated with school bus driver training. Costs associated with trainings, permits, licensing, certification and other items required by Federal or NYS law for school bus drivers will be reimbursed once

Motion:

2nd:

There being no further business, the Regular Meeting of October 8, 2025 is hereby adjourned at _____ p.m.

Voting Yes:

Voting No:

Motion Carried

Motion Denied

**MEMORANDUM OF AGREEMENT
BETWEEN THE NAPLES CENTRAL SCHOOL DISTRICT
AND THE NAPLES TEACHERS' ASSOCIATION**

WHEREAS, the Naples Central School District (hereinafter referred to as, "District") and the Naples Teachers' Association (hereinafter referred to as, "Association") have agreed to a Collective Bargaining Agreement (hereinafter referred to as, "CBA") that will be effective from July 1, 2024 through June 30, 2028; and

WHEREAS, Article VI, Section B the CBA states that "dental coverage will be provided through a mutually agreeable plan..."; and

WHEREAS, currently the "mutually agreeable plan" is offered through Health Economics Group ("HEG"); and

WHEREAS, through no fault of the District or the Association, HEG is no longer capable of providing dental coverage; and

WHEREAS, due to material issues with HEG, the District has severed any and all ties with HEG effective September 8, 2025;


WHEREAS, the District and the Association have met and discussed the issue and believe the following is in the best interests of the Parties.

THEREFORE, the parties agree to the following:

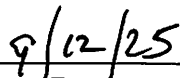
1. Effective January 1, 2026, the new "mutually agreeable plan" for dental coverage shall be the Excellus Dental Blue Plan offered through the FLASHP Consortium. The District shall pay all costs associated with joining this plan.
2. Between September 8, 2025 and December 31, 2025, unit members must submit an invoice of any dental claims to the District. The forms required and the process for repayment will be solely determined by the District before reimbursement. If the required process is followed and required forms are received, as determined by the District, unit members will be reimbursed 50% for these claims. This arrangement is solely due to the extraordinary circumstances.
3. Any services received and payments owed to dental providers between February 1, 2025 and September 7, 2025 that were not fully paid by HEG must be submitted to the District no later than September 17, 2025 by 12:00 pm. The District will pay the portion that HEG would have paid for these claims in that time frame. The forms required and the process for repayment will be solely determined by the District before reimbursement. Any outstanding invoices not submitted by September 17, 2025 at 12:00 pm will not be reimbursed. This arrangement is solely due to the extraordinary circumstances.
4. This Memorandum of Agreement shall represent the full and complete agreement between the parties and no other claims, actions or proceedings of any kind whatsoever will be commenced by any of the parties hereto.

5. This Memorandum of Agreement does not establish a precedent or constitute a past practice between the parties, unless stated herein.
6. Both parties enter this Memorandum of Agreement, knowingly, freely without coercion.
7. Signatures below indicate all parties being duly authorized have read the foregoing and enter into this Memorandum of Agreement.
8. Should any provisions of this Memorandum of Agreement be declared or determined by any court or reviewing officer or entity to be illegal or invalid, the validity of the remaining provisions shall not be affected thereby and the illegal or invalid provision shall be severed from this Memorandum of Agreement, provided severance of the invalid or illegal provision does not defeat the intent of the parties as reflected in this Memorandum of Agreement.

Naples Central School District

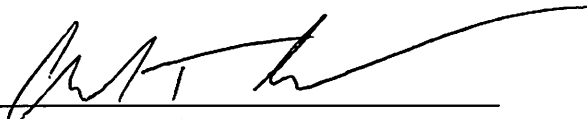
By: 

Kevin Swartz, Superintendent

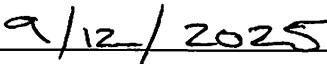


Date

Naples Teachers' Association

By: 

Chad Ayers, President



Date

**MEMORANDUM OF AGREEMENT
BETWEEN THE NAPLES CENTRAL SCHOOL DISTRICT
AND THE NAPLES ASSOCIATION OF SCHOOL ADMINISTRATORS**

WHEREAS, the Naples Central School District (hereinafter referred to as, “District”) and the Naples Association of School Administrators (hereinafter referred to as, “Association”) have agreed to a Collective Bargaining Agreement (hereinafter referred to as, “CBA”) that will be effective from July 1, 2024 through June 30, 2029; and

WHEREAS, Article III, Section 5 the CBA states that “dental coverage will be provided through a mutually agreeable plan...”; and

WHEREAS, currently the “mutually agreeable plan” is offered through Health Economics Group (“HEG”); and

WHEREAS, through no fault of the District or the Association, HEG is no longer capable of providing dental coverage; and

WHEREAS, due to material issues with HEG, the District has severed any and all ties with HEG effective September 8, 2025;

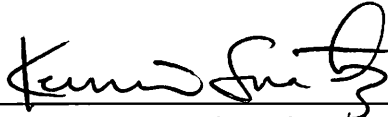
WHEREAS, the District and the Association have met and discussed the issue and believe the following is in the best interests of the Parties.

THEREFORE, the parties agree to the following:

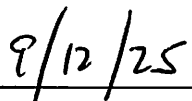
1. Effective January 1, 2026, the new “mutually agreeable plan” for dental coverage shall be the Excellus Dental Blue Plan offered through the FLASHP Consortium. The District shall pay all costs associated with joining this plan.
2. Between September 8, 2025 and December 31, 2025, unit members must submit an invoice of any dental claims to the District. The forms required and the process for repayment will be solely determined by the District before reimbursement. If the required process is followed and required forms are received, as determined by the District, unit members will be reimbursed 50% for these claims. This arrangement is solely due to the extraordinary circumstances.
3. Any services received and payments owed to dental providers between February 1, 2025 and September 7, 2025 that were not fully paid by HEG must be submitted to the District no later than September 17, 2025 by 12:00 pm. The District will pay the portion that HEG would have paid for these claims in that time frame. The forms required and the process for repayment will be solely determined by the District before reimbursement. Any outstanding invoices not submitted by September 17, 2025 at 12:00 pm will not be reimbursed. This arrangement is solely due to the extraordinary circumstances.
4. This Memorandum of Agreement shall represent the full and complete agreement between the parties and no other claims, actions or proceedings of any kind whatsoever will be commenced by any of the parties hereto.

- 5. This Memorandum of Agreement does not establish a precedent or constitute a past practice between the parties, unless stated herein.
- 6. Both parties enter this Memorandum of Agreement, knowingly, freely without coercion.
- 7. Signatures below indicate all parties being duly authorized have read the foregoing and enter into this Memorandum of Agreement.
- 8. Should any provisions of this Memorandum of Agreement be declared or determined by any court or reviewing officer or entity to be illegal or invalid, the validity of the remaining provisions shall not be affected thereby and the illegal or invalid provision shall be severed from this Memorandum of Agreement, provided severance of the invalid or illegal provision does not defeat the intent of the parties as reflected in this Memorandum of Agreement.

Naples Central School District

By: 

Kevin Swartz, Superintendent

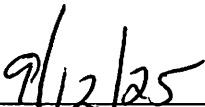


Date

Naples Association of School Administrators

By: 

Katherine Piedici, NASA President



Date

**MEMORANDUM OF AGREEMENT
BETWEEN
NAPLES CONFIDENTIAL STAFF UNIT AND NAPLES CENTRAL SCHOOL
DISTRICT**


The Parties agree as follows:

1. Michele Barkley and Christina Brautigam will each be paid a stipend of five thousand dollars (\$5,000) for additional work performed as a result of the District Third-Party Administrator breaching contract. The stipend shall be paid out in two equal payments. The first will be in the October 30, 2025 payroll with the second payment being in the November 14, 2025 payroll.
2. 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 Confidential Staff Unit



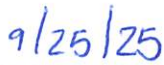
Michele Barkley



Date

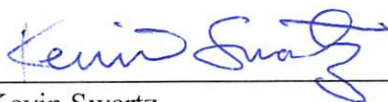


Christina Brautigam




Date

For the District



Kevin Swartz
Superintendent



Date

Library Weeding Log

Removed From: 9/1/2025 Removed To: 9/30/2025

9/30/2025 - Copies Removed: 1

Swift thief : the adventure of Velociraptor (Removed: 1)

Author: Dahl, Michael. ISBN: 1-40480138-3 (lib. bdg.) Published: 2004

Call Number	Barcode	Price	Acquired	Removed By
567.912 Dah	T 3300038		6/13/2017	ssheedy@naplescsd.o
Sublocation	Reason	Funding Source	Last Circ.	rg Disposal Method
			9/30/2025	

Was Available -- Weeded -- Total Circulations: 14

9/11/2025 - Copies Removed: 1

The wild side of pet lizards (Removed: 1)

Author: Waters, Jo. ISBN: 978-1-41091022-6 (lib. bdg.) Published: 2005

Call Number	Barcode	Price	Acquired	Removed By
639.3 WAT	11003123	\$18.45	6/13/2017	ssheedy@naplescsd.o
Sublocation	Reason	Funding Source	Last Circ.	rg Disposal Method
			9/11/2025	

Was Available -- Weeded -- Total Circulations: 7

Deleted: 0, Transferred: 0, Weeded: 2