

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)

Board President Jacob Hall noted an update to the Public Session that the Public Session of the board meetings will not exceed 15 minutes for all comments.

Superintendent Reports – Administrative Reports - Presentations

Superintendent Kevin Swartz said it is an exciting time to be a Naples sports fan noting a lot great things going on with soccer, cross country and golf noting that the boys' soccer team is currently rated number one in the state.

Over the last few months, there have been great conversations with teacher union leaders and administrators regarding 9th period. This included honing in on using this time as effectively as we can by utilizing and maximizing resources as well as using this time more creatively while supporting all of our students. NCS has the longest after school period in the WFL Region and one of the shortest instructional days for students. Mr. Swartz appreciated the collaborative conversations and that they are ongoing with more to come.

Mr. Swartz also provided an update regarding Portrait of a Graduate and Regionalization. The Wayne Finger lakes Regional BOCES Superintendent is required to submit a Regionalization Plan to NYS. The Superintendents within the Wayne Finger Lakes Region have been a part of that and that plan was submitted by BOCES to NYS this month. Items addressed were maximizing programming opportunities across multiple districts, staffing shortages and funding stability. He elaborated more on this noting that he has also met with the superintendents of Bloomfield and Honeoye regarding shared services.

Student Representative, Alessandra Figueiredo shared information regarding National Honor Society fundraising for the Making Strides walk, 9th grade mentoring, and Interact club.

Director of Pupil Personnel, Cassandra Lamphier stated that they are currently planning for Red Ribbon week. Also noted that Kyle Inda is doing a great job in the TOSA position bringing a different set of skills to that role. Cassie also noted that the fence is up around the playground and very thankful for that. Currently working on supplies for a large motor skills area for special education. Also noted was that there will be an opening in December as a result of a retirement and that interviews will be planned for the end of the month.

Facilities Director, Shawn Mason, gave an update for facilities regarding lead water testing, elementary nurses suite and staff bathroom, kindergarten playground fence, power washing of the facilities, trimming trees and the grape festival electric upgrade. He noted that he is fully staffed right now as well. He said there were many other items that the facilities department has taken care of but these mentioned were the highlights. He is thankful for his staff and it is working well.

Science Department Chairperson, Anne Kretschman shared a PowerPoint of things happening in the science department. This included current teachers in the department and what they teach. She spoke about some of the changes from the NYS Science Learning Standards (NYSSLS) for 2025. She also shared information about the Science and Engineering Practices, Crosscutting Concepts

and Disciplinary Core Ideas, Lab Investigations, Bloomfield Collaboration, AP and Regents Chemistry, 8th grade science, Forensics, Unsolved Case Files.

Reserve Plan Update

Assistant Superintendent for Business presented the Reserve Plan for fiscal year 2024-2025. He provided an overview and explained the Reserve Funds in the plan. Information on the individual reserve accounts were shared as it related to the district’s financial security and how it relates to the district’s goals.

Board Report – Policy

Board Member Amie Levine stated that the committee reviewed policies 7610 to 8271 and that they are on track to finish the policy manual by the end of the school year.

2025-2026 NYSSBA Resolutions

The Board of Education reviewed the proposals that will be voted on during the upcoming NYSSBA Annual Business Meeting set for October 16, 2025. The discussion centered on the implications of each proposal and how they could impact the district. Board members expressed their views and strategized on their positions ahead of the vote.

Motion: Maura Sullivan

2nd: Steven Mark

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: 7

Motion Carried

Voting No: 0

for the purpose of competing on the Avoca/Prattsburgh Wrestling Team at Avoca/Prattsburgh Central School District.

Voting Yes: 7

Motion Carried

Voting No: 0

Motion: Kelley Louthan

2nd: Robert Brautigam

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 documentation is submitted indicating successful completion of each of the above. Following completion of all necessary training, permits, licensing, certification and other items required by Federal and/or NYS Law for School Bus Drivers, the rate of pay will be \$21.40/hour.
- Resolved, that the Board of Education approves the request of Ashlee Irwin Stedje for unpaid days from 02/23/2026 through 03/02/2026.
- Resolved, that the Board of Education approves the following Coaches for the 2025-2026 School Year. Salary as per negotiated agreement and contingent on student enrollment:
 - Winter Coaches
 - Varsity Boys Basketball: Thomas Mannella
 - JV Boys Basketball: Brian Battle
 - Modified Boys Basketball: Seth Almekinder
 - Varsity Girls Basketball: Margaret Evans
 - Modified A Girls Basketball: Jordan Shearing
 - Varsity Swimming: Courtney Gurslin
 - Varsity Diving: Courtney Gurslin
 - Modified Swimming: Elizabeth Dormer
 - Varsity Bowling: Ryan Betrus
 - Varsity Skiing: Robert Birdsall

Voting Yes: 7

Motion Carried

Voting No: 0

**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:

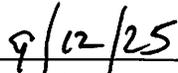
1. Effective January 1, 2026, the new "mutually agreeable plan" for dental coverage shall be the Excellus Dental Blue Plan offered through the FLASHP Consortium. The District shall pay all costs associated with joining this plan.
2. Between September 8, 2025 and December 31, 2025, unit members must submit 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

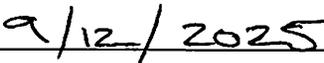


Date

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.

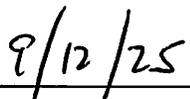
4. This Memorandum of Agreement shall represent the full and complete agreement between the parties and no other claims, actions or proceedings of any kind whatsoever will be commenced by any of the parties hereto.

- 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

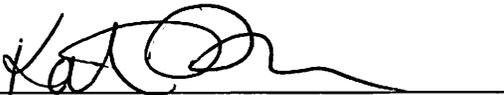
By: 

Kevin Swartz, Superintendent

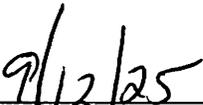


Date

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



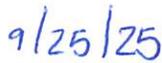
Michele Barkley



Date

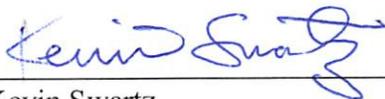


Christina Brautigam



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