

Peru Central School District  
 Middle/High School Library Media Center  
 6:00 P.M. Executive Meeting  
 7:30 P.M. Regular Meeting

1. **CALL TO ORDER**
2. **EXECUTIVE SESSION** ACTION
3. **PLEDGE OF ALLEGIANCE**
4. **ROLL CALL**
5. **CONSIDER APPROVAL OF THE AGENDA** ACTION
6. **CONSIDER APPROVAL OF THE MINUTES** ACTION
7. **RECOGNITION OF DISTINCTIVE STUDENT AND STAFF ACHIEVEMENT**
  - A. Express appreciation for custodial & maintenance support staff teams moving ahead wherever possible with annual ‘summer cleaning’ of program spaces, despite extraordinary levels of renovation & modernization in the middle-high school facility.
  - B. Set the tenth annual reception for new & recently recruited district employees for the September 2010 regular monthly meeting.
8. **PUBLIC COMMENT** - Individuals who wish to participate with the **public comment** section of the agenda are to register with the district clerk in advance of the meeting’s start. A speaker sign-in sheet will document the speaker’s name, topic, whether or not that topic is on the agenda and daytime telephone of the speaker [in the event that follow-up is appropriate].
9. **SUPERINTENDENT’S REPORT** -- provided in print as an attachment to the agenda. This evening’s report features a status report on the summer 2010 construction phase of the EXCEL capital project from BCA Vice President Mike Harris.
10. **CONSENT AGENDA - REPORTS AND COMMUNICATIONS**  
 Accept the following reports/communications:

REPORT	FROM	COMMENTS
a. Timetable of Public Reports	Superintendent	Month-by-month timetable.
b. District Profile – July 2010 Edition	Superintendent	Updated ‘Snapshot’ of Peru CSD
c. Grades 3-8 State Tests & Proficiency Levels	Superintendent	Changes to ‘cut points’ & state tests.
d. Amendment to Commissioner’s Regulations	NYSED	Academic Intervention Services
e. Budget Development Timetable	Superintendent	Status Report on Proposed Timetable
f. 10 <sup>th</sup> Annual Induction Program Timetable	Superintendent	Planned program for August 2010
g. Note to 2 <sup>nd</sup> Year Faculty Members	Superintendent	‘Powering Up the Toolkit’ workshop
h. Open Meetings Law & Grievance Matters	NYS Open Government	Opinion: Suitable for Public Session
i. Annual Status Report on IDEA	NYSED	Not identified as needing assistance.
j. Honest Tests	New York Times Editorial	NYS redefines student proficiency.
k. Reconsider School Districts	Buffalo News Editorial	Prospective consolidation commission.
l. Update on Long Term Substitute	Superintendent	Status report on Assistant Principal position.
m. Note to 6 <sup>th</sup> Graders & Their Parents	Principal Felt	Alternate to summer orientation night.
n. BOCES Monthly Meeting	CVES	Minutes of 53-minute meeting.
o. Student activity report	High School	July 2010.
p. Recommendations	Committee on Preschool Special Education	July 2010.
q. Monthly Summary Report/Annual Report	Committee on Special Education	July 2010.

r. Treasurer's Report	Treasurer	<u>June 2010</u> : General Fund (A200), General Fund Money Market TD Banknorth (A2001), General Fund Money Market Citizens (A2003), Capital Reserve MM (A2301), Employee Benefit Reserve (A2302), Certificates of Deposit General (A201), School Lunch Fund (C200), Trust and Agency Fund (TA200), Capital Fund (H200), Capital Fund Phase 2 Money Market (H2001), 2008 Excel Capital Project Money Market (H230) Employees Cafeteria Plan (TA2001), Debt Service (V200). General Fund Revenue and Budget Status (Detail) as of June 30, 2010, Capital Fund Budget Status as of June 30, 2010. <u>Quarterly Reports</u> : Grants Expenditure YTD dated June 30, 2010 and General Fund Actual to Budget Comparison dated June 30, 2010 prior to Auditor Review.
s. Payment to BC & A and Bernard P. Donegan	BC & A	BC & A Invoice in the amount of \$85,018.01 for professional services rendered in regard to the 2008 Excel Capital Project through July 3, 2010.
t. Payment to Stafford, Piller, Kelleher & Trombley, PLLC and Harris Beach (capital project).		Stafford, Piller, Murnane, Plimpton, Kelleher & Trombley Invoice of \$864 for professional services through June 30, 2010.  Harris Beach invoice of \$3,471.30 for professional services rendered as bond counsel through June 22, 2010.
u. Recommendations for Payments	BC & A	2-01 J Hogan Refrigeration - \$128,569 3-03 Brockway Mechanical Systems, Inc. - \$21,379.75 5-03 Northern Snow & Dirt - \$26,120.25 7-01 Professional Furnishings & Equip - \$8,193.75

ACTION

11. GOALS

- A. A proposed set of specific action plans to establish collective focus on 2010-2011 district goals will be considered at the September 2010 regular monthly meeting. *(no attachment)* ACTION

12. CONSENT AGENDA – NEW BUSINESS

- A. Approve the Resolution of August 10, 2010 requesting the BOCES take the lead in working with the Legislature and suitable others to ‘clear the pathway’ of any matters that would block the BOCES from continuing to provide special education summer school programs for component school districts enrolling particular students that have individual education plans [IEPs] calling for such program services during the summer recess months. Provide the approved resolution to the BOCES, each of the region’s other component school district Boards of Education, our region’s State legislators and the elected supervisors of the towns served by Peru CSD.
- B. Establish a medical/health administrative extra-duty assignment for a program administrator to perform on campus, day to day for 2010-2011, as part of providing essential leadership, supervision and assessment of K-12 medical & health-related programs and services. This action is part of responding to spring 2010 elimination of the full-time Director of Health, Physical Education & Athletics position, as part of \$1.94M of cost reductions, July 1<sup>st</sup> forward.
- C. Commission the Superintendent of Schools to recruit a Peru CSD program administrator to be considered for appointment as medical/health administrative extra-duty assignment at the Board’s September 2010 regular monthly meeting or at a special meeting later this month. The Superintendent may assign a Peru CSD administrator to perform that essential extra-duty assignment on a temporary basis, pending Board consideration at the next regular monthly meeting or at a special Board meeting later this month. *(no attachment)*
- D. Sustain through the general fund the \$500 Peru CSD-Mountain Lake Public Broadcasting Service partnership agreement.
- E. Authorize the Superintendent of Schools move ahead with recruitment of a full-time buildings & grounds superintendent, in response to the March 2010 resignation of our buildings & grounds superintendent. After suitable consultation with each of our bordering school districts, it is clear none of our bordering school districts are in a position to engage in partnership with Peru CSD to staff such a position on a ‘shared’ basis for 2010-2011. Due to the fact that there are multiple safety, compliance & facility stewardship tasks that call for filling this vacancy, this is time to move ahead, since the temporary ‘shared’ service with Saranac CSD ends at the close of this month. There is attrition of a senior member of the buildings & grounds department in the months ahead, which will help offset the cost of this position. The school district acknowledges the ongoing & extraordinary efforts of various department members throughout the past five months, while the school district has examined various other options, such as a part-time buildings & grounds superintendent position or a shared position with a bordering school district. *(no attachment)*

- F. Increase physical education staffing by 0.2 FTE [one class period per day] for 2010-2011, as part of 'fine tuning' the master schedule that reflects reduced staffing levels across various certification areas and content areas. The same individual who provided part-time physical education teaching service last school year is on the consent agenda's personnel section for appointment to that 0.2 FTE position for 2010-2011. *(no attachment)*
- G. Authorize a Bond Anticipation Note (BAN) in the amount of \$283,987.20 with a one year maturity date or a Statutory Installment bond with a 5 year maturity with five annual principal payment of \$56,797.44. This is being issued for the purchase of three buses to be delivered on August 18, 2010. The Note or Bond is to be at the lowest interest rate possible.
- H. Set a tax levy and tax rate for the new school year, as is customary at the August monthly meeting.
- I. Confirm tax rolls, authorize tax levy and approve the 2010 tax warrants for the towns of AuSable, Black Brook, Peru, Plattsburgh, Saranac and Schuyler Falls.
- J. Approve budget appropriation transfers for the 2009-2010 school year totaling \$2,700.00 in General Funds as requested by the School Business Administrator.
- K. Approve removal of items from the attached fixed inventory list. ACTION

### 13. OLD BUSINESS

- A. Receive concise, verbal briefings from each Principal and the Director of Special Education on preparations underway for a productive start of classes next month. The high school Principal's concise verbal briefing will feature a status report on 'Honors Sections' for 2010. ACTION

### 14. CONSENT AGENDA – PERSONNEL

- A. Approve Appointments for:

EMPLOYEE	POSITION	GRADES/ DEPT.	EFFECTIVE DATE	PAY RATE	COMMENTS
Cara Reilly	Long Term Substitute Teaching Assistant	6-8	September 1, 2010	Salary of \$20,144 (09-10 salary)	Replacing J. LaVigne, who is on leave.
Keryn Castine	Long Term Substitute School Psychologist	K-5	September 1, 2010	Salary of \$42,339 09-10 Salary (step 1, Col H)	Replacing Joanne Isecke, who is on leave
Cara Reilly	Long Term Substitute Teaching Assistant	6-8	September 1, 2010	Salary of \$40,089 09-10 Salary (step 1, Col E)	
TBA	Music Teacher	6-12	September 1, 2010		Replacing Jennifer Moore, who resigned.
Colby Pulsifer	Physical Education Teacher 0.2 FTE (part time)	6-8	September 1, 2010	Salary of \$38,115 pro-rated 09-10 salary (Step 2, Col A)	
Darlene Richards	Floating Building Nurse (Temporary)	K-12	September 7, 2010 – June 24, 2011	\$85/day	
Talitha Fout	Spanish Teacher .4 FTE	9-12	September 7, 2010 – June 24, 2011	Salary of \$38,115 09-10 Salary (Step 2, Col A)	Part time position posted annually.
Zach Paynter	Per Diem Substitute Teacher	K-5	September 7, 2010	\$75/day	
Heidi Williams	Per Diem Substitute Teacher	K-5	September 7, 2010	\$75/day	
Karayn Christenson	Per Diem Substitute Teacher	6-12	September 7, 2010	\$75/day	
Todd Pray	Flex time Band Director	6-12	2010-2011 school year	Per Contract	
Matthew Berry	Student Council Assistant Advisor	9-12	2010-2011 school year	Per Contract	
Sydney Edman	Gymnastics Coach	6-8	2010-2011 school year	Per Contract	
Scott Osborne	Medicare Compliance Officer	Peru Central	2010-2011 school year		
Lois Bouvier	Typist - Special Education Office	9-12	August 11, 2010	\$11.94/hour	Newly created position. 12 hours/week
Deborah Leta	Typist - Special Education Office, Medicaid	K-2	August 11, 2010	\$12.32/hour	Newly created position. 18 hours/week
Duane Cumber	Substitute Custodian	Peru Central	July 1, 2010	\$10.08/hour	
Kim Currier	Temporary Records Inventory/Planning Clerk	Peru Central	July 1, 2010 – August 31, 2010	\$10.00/hour	

Sally Fenlaw	Temporary Records Inventory/Planning Clerk	Peru Central	July 1, 2010 – August 31, 2010	\$10.00/hour	
Jackie Bellew	Tax Collector	Peru Central	2010-2011 school year	Salary of \$5,000	Replacing J Craig, who is on leave.

(\*Emergency conditions basis: Employment is specifically contingent upon the district's receipt of notice, from the Commissioner of Education, that above named employee is fully cleared of employment)

B. Approve appointments to the Committee on Special Education for the 2010-2011 school year:

NAME	POSITION	NAME	POSITION
Irene Stephney	Director/CSE Chairperson	Kathleen Caron	Chairperson (Alternate)
Scott Storms	Chairperson (Alternate)	Christine Janetti	Chairperson (Alternate)
Dr. Anthony Politi/Robin Hinson	School Physicians	Linda McAuliffe	Parent Representative
Pam Depo	Parent Representative	Maureen Bardelcik	Parent Representative
Eva Goodfellow	Parent Representative	Theresa St. Pierre	Parent Representative
Timothy St. Pierre	Parent Representative		

C. Approve appointments to the Committee on Preschool Special Education for the 2010-2011 school year:

NAME	POSITION	NAME	POSITION
Kathleen Caron	Chairperson	Irene Stephney	Chairperson (Alternate)
Pam Depo	Parent Representative	Theresa St. Pierre	Parent Representative
Timothy St. Pierre	Parent Representative		

D. Approve Appointments for building substitute teachers for the 2010-2011 school year at \$85/day:

EMPLOYEE	SCHOOL	EMPLOYEE	SCHOOL
Kathleen Bove-King	Middle	Heather Darrah	Middle
Colby Pulsifer	Middle	Becky Kmack	Middle
John Clemons	High	James Dodd	High
Bethany Cannarella	Intermediate	Erin Canning	Intermediate
Jesaka St. Phillips	Intermediate	Anne Marie Munn	Intermediate
Tierra Jaquish	Primary	Carissa Rabideau	Primary
Laura Dancoes	Primary	Elizabeth Pellerin	Primary

E. Approve Appointments for PM School Extra Duty Assignments for the 2010-2011 school year per contract:

EMPLOYEE	POSITION	EMPLOYEE	POSITION
Catherine Butts	Science	Missy Wright	ELA
Jeanne Pasti	Math	Matthew Berry	Social Studies
Jeanne Caron	Resource Room consulting teacher	Beth Lozier	Resource Room consulting teacher

F. Approve Appointments for Extra Duty Assignments for the August 2010 Regents Exams for summer 2010:

EMPLOYEE	POSITION	EMPLOYEE	POSITION
Joe Belluscio	Earth Science	Colleen Rumsey	Algebra 2/Trig.
Deb Daly	US History	Mark Hamilton	Global
Kelly Guynup	Geometry	Cathy Butts	Living Environment (Bio)
Brian Marino	Integrated Algebra	Cheryl Dodds	ELA
Kathy Caron, Michelle Polhemus, Christa Buskey, Lisa Crain	Special Education	Cynthia Casey, Abigail Lawliss, Tracey Houle, Beth-Ann Lozier	Special Education

G. Grant tenure for:

EMPLOYEE	AREA	SCHOOL	EFFECTIVE DATE
Cheryl Felt	Principal	Middle	October 8, 2010

H. Accept Retirement and Resignation for:

EMPLOYEE	POSITION	GRADES	EFFECTIVE DATE	RESIGNATION	RETIREMENT
Kathleen Backlas	Teacher Aide Long Term Substitute Teaching Assistant	3-5	July 7, 2010	X	
Jennifer Moore	Music Teacher	6-8	September 1, 2010	X	
Daniel Hamilton	PM School Teacher Aide	9-12	July 27, 2010	X	

I. Recommend the restoration (no loss of step or seniority) of Rhoda Bult to the position of typist within the High School Discipline Office. (see attachment)

J. Approve Appointments for Extra Duty Assignments for the **Peru Intermediate** for the 2010-2011 school year:

EMPLOYEE	POSITION	EMPLOYEE	POSITION
Tracey Howard	Audio Visual Chair (@60 Teachers/TA;s) to be paid once yearly	Marcia Peck	Accompanist; Choras Co-Director; Drama Club; Orff Ensemble; and Recorder (one-half) to be paid twice yearly
Pam Lavin	Accompanist; Chorus Co-Director; Drama Club; Orff Ensemble; and Recorder (one-half) to be paid twice yearly	Casey Ann Dean	Elementary Instrumental Director (Orchestra) .3, to be paid bi-weekly
Todd Pray	Elementary Instrumental Director (Band) .3, to be paid bi-weekly		

K. Approve **reappointment** of the following personnel on an emergency conditional basis:

**EVERYONE UP-TO-DATE**

**ACTION**

15. **NEW BUSINESS**

- A. Establish school board representation at the start of the 10<sup>th</sup> annual induction program for new faculty members, slated for Monday, August 23, 2010 at 8 AM.
- B. Establish school board representation at the start of the Superintendent’s Conference Day Plenary Session, Tuesday, September 7, 2010.
- C. Set 2010-2011 school year salaries for any employees who are not a member of a collective bargaining unit and do not yet have a 2010-2011 salary or pay rate.
- D. Establish whether or not the school board chooses to have one or more members attend the NYSSBA annual convention in New York City, October 2010.
- E. Consider a recommendation from the Superintendent of Schools regarding a long term substitute Assistant Principal for 2010-2011.

**ACTION**

16. **PUBLIC COMMENT**

17. **EXECUTIVE SESSION**

**ACTION**

18. **ADJOURN**

**ACTION**

## **FACULTY RETURN SEPTEMBER 7<sup>TH</sup>, CLASSES LAUNCH SEPTEMBER 9<sup>TH</sup> FOR FULL DAY OF SCHOOL**

Faculty members, buildings & grounds teams, office teams, transportation services personnel, cafeteria services personnel, operations supervisors and administrators will gather for our annual plenary session 8 AM on Tuesday, September 7<sup>th</sup> in the school district's auditorium. The school district will host the second-annual **'Neighbors Helping Neighbors'** food drive that morning, sponsored by all three Peru CSD collective bargaining associations: faculty association, CSEA support staff association and the administrative council.

Our annual Peru CSD right-to-know training will be provided October 21<sup>st</sup>, at roughly 9:30 AM for transportation services & cafeteria services teams; roughly 10:45 AM for school-based district employees assigned to the grades 6-12 facility; and roughly 11:45 AM for school-based district employees assigned to the grades K-5 facility. Management-confidential employees will engage with their supervisor to select the best time that day to attend one of those three workshop sessions.

Principals & faculty members will welcome students Thursday, September 9<sup>th</sup> for the launch of the fall semester. We're slated for a full-day of classes on the first day of school.

## **CONTINUOUS IMPROVEMENT OF STUDENT ACHIEVEMENT & NEW 'CUT POINTS'**

Although continuous improvement of student achievement was sustained throughout 2009-2010 at Peru Central School District, the New York State Education Department recently revised the 'cut points' on state tests that are intended to measure 'proficiency'. Although Peru CSD students generally performed at least as well [and often even better] on grades 3-8 state tests as Peru CSD students did in recent school years, fewer students at Peru Central – and fewer students statewide – are now rated as 'proficient' by the State Education Department on those grades 3-8 state tests.

In a July 2010 NYSED news release, Senior Deputy Commissioner John King said the data shows that schools responded to the assignment they were given – they worked hard to help students achieve standards as measured by the state tests that were being given at that time. And more students did, in fact, pass those tests. The problem is that those exams didn't sufficiently test students' abilities – the bar was set too low, according to the Senior Deputy Commissioner. The Commissioner said, "For sure, our teachers, and our Principals, and our Superintendents put their shoulder to the wheel and results on the knowledge we tested got better... Let no one say that our teachers or our Principals in any way failed."

Peru Central, and other school districts statewide, will respond as we've done in the past: place staff focus on the NYSED updates to curriculum & testing, and then help our students to demonstrate their proficiency on the state's improved & updated assessments. A more detailed report is featured as part of tonight's agenda.

## **MUCH CAPITAL WORK UNDERWAY, MUCH WORK AHEAD FOR AUGUST 2010**

The high school cafeteria is among the various middle and high school program spaces being renovated & modernized summer 2010, associated with the voter-approved EXCEL capital project. EXCEL stands for Expanding Children's Education & Learning aid. Areas of prime focus this summer also include the auditorium, high school gymnasium, dozens of program spaces in grades 7-12, the high school guidance office, the business office and district office. This capital project work will assist with energy efficiency, security & fire alarm systems, hardware and door replacements, interior signage and information technology modernization.

Although much of the abatement & demolition work is already completed, there is substantial other work ahead for the various contractors and for BC&A [our architectural & construction management firm] during the remainder of August 2010.