

Peru Central School District
High School Community Room
6:00 PM Anticipated Executive Session
7:00 PM Regular Monthly Meeting

1. CALL TO ORDER.

Action

2. Anticipated EXECUTIVE SESSION - to discuss the employment history of a particular person(s) and matters leading to the potential discipline of a particular person(s).

Action

3. RECONVENE.

Action

4. PLEDGE OF ALLEGIANCE.

5. ROLL CALL.

6. CONSIDER APPROVAL OF THE AGENDA.

Action

7. CONSIDER APPROVAL OF THE MINUTES of the November 13, 2019 Regular and November 18, 2019 Special meetings.

Action

8. PUBLIC COMMENT - Individuals who wish to express comments, related to items on tonight's agenda, should do so from the podium microphone and should register on the speaker sign-in sheet provided via clipboard in advance of the meeting's start.

9. RECOGNITION.

A. Recognize **Chris Mazzella** and **Irene Stephney** for their many years of service to the District. Both administrators will be retiring in January 2020. Mr. Mazzella has provided over 25 years of steadfast service to the students and community in various roles, including PAC President, ADK P-TECH Administrator, DASA District Coordinator, Chief Faculty Advisor, Peru 2020 Innovation Administrator, Coach, Science/Physics Teacher, Class Advisor, and Middle & High School Principal. Ms. Stephney has provided over 30 years of steadfast service in various roles also, including ADA Coordinator, Class Advisor, Title IX Officer/Coordinator, Peru 2020 Achievement Administrator, Information/Data Officer, Grant Administrator, Special Ed Teacher, Special Ed Department/Committee Chairperson, Director of Special Education, and Director of Student Services. Thank You both for your dedication and Best Wishes on your retirement and future endeavors.

B. Welcome **Matt Berry, Shannon Rabideau and Mary Sexton** in their respective new roles as High School Principal, Director of Student Services and Associate Principal/Athletic Director. Mr. Berry brings over 15 years of experience in various positions, including PAT Officer (President, et al.), Student Council Advisor, Coach, Social Studies Teacher, Athletic Coordinator, Department Coordinator and Dean of Students. Ms. Rabideau brings over 20 years of experience in various positions, including Building Sub, Elementary Teacher, and Administrative service. Ms. Sexton brings over 15 years of experience in various positions including Coach, Teaching Assistant, Counselor, and Administrative service.

10. RECESS - Hold a brief recess (approximately 10 - 15 minutes) for the purpose of above recognition items.

Action

11. RECONVENE.

Action

12. SUPERINTENDENT'S REPORT – Topics include close of Phase I & II and start of Phase III of capital project, and Culturize and book study.

13. ADMINISTRATOR REPORTS.

Receive the following report(s) and/or communication(s):

Report/Communication	From	Comments
Book 'Buzz' Review and Recommendations	Elementary Co-Principal	Building Goal: Creating a Culture of Reading.

14. Hear from the Peru Association of Teachers (PAT) faculty association as per Article 4.8 of the Collective Bargaining Agreement.

15. CONSENT AGENDA – REPORTS AND COMMUNICATIONS.

Accept/Approve the following reports and communications:

a. Recommendations	Committee on Preschool Special Education	November 2019.
b. Monthly Summary Report	Committee on Special Education	November 2019.
c. Treasurer's Report	Treasurer	<u>October 2019:</u> General Fund (A200) General Fund Money Market TD Bank (A2001), Employee Benefit Reserve (A2302), Employee Retirement Reserve (A2303), School Lunch Fund (C200), Trust & Agency (TA200) Capital Fund (H200), Capital Fund Investment (H2001) Employees Cafeteria Plan (TA2001), Debt Service (V230). Proceeds from External Sources – November 2019 General Fund Revenue and Budget Status (ST-3 Sort) as of November 30, 2019, Capital Fund Budget Status as of November 30, 2019. <u>Quarterly Reports:</u> Cafeteria Fund Trial Balance as of 9/30/19, Scholarship Fund Trial Balance as of 9/30/19.
d. Student Activity Report	Chief Faculty Advisor	October 2019.
e. Board Meeting Minutes	Champlain Valley Educational Services (CVES)	October 9, 2019 Regular Meeting.
f. Recommendations for Payments	BCA Architects & Engineers	William J. Murray, Inc. 4-04 - \$12,285.11, A.W. Farrell 2-04 - \$300,235.86.
g. Capital Project Payments	Treasurer	Bernier & Carr - \$29,615.65, Bernier & Carr - \$7,875.38, Bernard P. Donegan, Inc. - \$703.00.
h. Health & Medical Report	Health/Medical Administrator	November 2019.
i. Letter of Support	Faculty/Staff Member	Correspondence dated October 30, 2019.
j. Surplus-Generated Refund	CVES	Period ending June 30, 2019.
k. Budget Development Timeline	School Business Administrator	2020-2021 Draft.
l. Invoice #2340385	Harris Beach PLLC	September & October 2019 Legal Services.

Action

16. CONSENT AGENDA – NEW BUSINESS.

A. Authorize field trips as follows*:

Location	Event	Participants	Dates	Funding	Transportation
Industry Partners & Mentors	ADK P-TECH Program Standing Curriculum	Applicable P-TECH Students	January 2020	Multi District-Funded Transportation	District Bus
Multiple Venues	Tournaments, Games, Scrimmages/Practices	Athletes	January 2020	District-Funded and/or Booster Club Admission and Transportation	District Bus and/or Parent/Guardian Vehicle

**Field trips will follow the guidelines and procedures set forth in Policy #4531 Field Trips and Excursions, Policy #5251 Fundraising Activities, Policy #1510 Public Sales on School Property, and Policy #1222 Booster Organizations.*

B. Approve budget appropriation [transfers](#) for the 2019-2020 school year for the General Fund totaling \$80,917.97.

C. Approve removal of [items](#) from the fixed inventory list.

D. Adopt the following **RESOLUTION**:

RESOLVED, that the Board of Education accepts the [award](#) of Universal Prekindergarten (UPK) Program funds from the New York State Department of Education in the amount of \$253,440; approve the use of the funds to make purchases as indicated; and authorize the Superintendent and the Board President to execute all documents necessary to effectuate this resolution.

E. Approve an [Agreement](#) with Jacob M. Painter, Esq. for legal services, effective October 30, 2019 - June 30, 2020, at a rate of \$195 per hour for attorney services and \$85 per hour for paralegal services.

F. Adopt the following **RESOLUTION** pertaining to TD Bank:

RESOLVED, that the Financial Institution named above, at any one or more of its offices or branches, be and it hereby is designated as a Financial Institution of and depository for the funds of this Governmental Entity, which may be withdrawn on checks, drafts, advices of debit, notes or other orders for the payment of monies (including electronic orders) bearing the signature of, or as otherwise authorized by, any one (1) of the following officers, employees or agents of this Governmental Entity (“Agents”), whose actual **titles** are shown below:

- Title**
- School Business Administrator
- District Treasurer
- Deputy Treasurer
- Student Activities Treasurer
- Chief Faculty Advisor
- Peru CSD Tax Collector

FURTHER RESOLVED, the Agents, whose **titles** and signatures appear above, are hereby authorized to open and maintain a deposit account or accounts of the Governmental Entity with the Financial Institution, subject to the terms and conditions of the Business Deposit Account Agreement, as it may be amended from time to time (the "Account Agreement").

FURTHER RESOLVED, that the Financial Institution is hereby directed to accept and pay without further inquiry any item or payment order drawn against any of the Governmental Entity’s accounts with the Financial Institution bearing the signature of or as otherwise authorized by any such Agents even though drawn or endorsed to the order

of any Agent signing or tendered by such Agent for cashing or in payment of the individual obligation of such Agent or for deposit to the Agent’s personal account, and the Financial Institution shall not be required or be under any obligation to inquire as to the circumstances of the issue or use of any item signed, or payment order authorized, in accordance with the resolutions contained herein, or the application or disposition of such item or payment order or the proceeds of the item or payment order.

FURTHER RESOLVED, that any one of such Agents is authorized to endorse all checks, drafts, notes and other items payable to or owned by this Governmental Entity for deposit with the Financial Institution, or for collection or discount by the Financial Institution, and to accept drafts and other items payable at the Financial Institution.

FURTHER RESOLVED, that the above named agents are authorized and empowered to execute such other agreements, including, but not limited to, special depository agreements and arrangements regarding the manner, conditions or purposes for which funds, checks or items of the Governmental Entity may be deposited, collected, or withdrawn and to perform such other acts as they deem reasonably necessary to carry out the provisions of these resolutions.

FURTHER RESOLVED, that the authority hereby conferred upon the above named Agents shall be and remains in full force and effect until written notice of the revocation thereof shall have been delivered to and received by the Financial Institution at the location where an account of the Governmental Entity is maintained and Financial Institution has had a reasonable period of time to act upon such notice.

Action

17. CONSENT AGENDA – PERSONNEL.

A. Based on evidence that **Connie Markowicz** has both achieved tenure in Business Education and has received a highly effective APPR rating for her final year of service in her previous district, authorize that the timeframe of her probationary appointment be amended from four years to three years. Her probationary appointment (for Business Education Teacher) is now anticipated to end on November 18, 2022.

B. Establish a sick leave bank for **Catherine Sample**, through PAT, effective January 2020, corresponding to full documentation.

C. Authorize a leave of absence without pay, for Permanent Building Substitute Teacher **Maddison Flynn**, for the purpose of filling a long term substitute Elementary Teacher position during the 2019-2020 school year.

D. Authorize a [leave of absence](#) without pay, for English Teacher **Mary Beth Bracy**, effective January 21, 2020 for a period not to exceed eighteen (18) months.

E. Adopt the following **RESOLUTION**:

RESOLVED, that the Board accept the terms and conditions of a negotiated Settlement Agreement with a certain employee of the District on the recommendation of the School District Attorney; authorize the Superintendent of Schools to execute such Agreement and take all actions necessary on behalf of the District in effectuating the terms of the agreement (to be provided).

F. Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Nicole Rascoe	Teacher Aide, Bus Monitor	District	November 12, 2019		X (to accept a Teaching Assistant position, will remain a sub bus monitor)	

Fontilla Richardson	Teacher Aide	District	December 2, 2019		X (to accept a Teaching Assistant position)	
Elizabeth Garrand	Per Diem Substitute Teacher	District	November 21, 2019		X	
Nathan Ritchie	Custodial Worker	District	December 4, 2019			X

G. Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Wanda Koehler	11-Month Typist	District	December 20, 2019	\$24,912 (step 4), prorated	Transfer from 12-month Account Clerk/Typist position, replacing Miller (resigned), Elementary assignment currently
Lindsey Jess	Typist	District	December 2, 2019	\$26,988 (step 4), prorated	12-month, replacing Draper (transferred), Elementary assignment currently
Bonita St. Dennis	Bus Monitor	District	October 28, 2019	\$11.80/hr (step 1)	1.5 hrs/day, replacing Collins
Daniel VanNederyne	VanNederyne, who is Initially certified in the Students With Disabilities (Grades 1-6) area, is hereby appointed to the position of 1.0 FTE Special Education Teacher, in the Education of children with handicapping conditions - general special education tenure area	District	TBD	\$51,467 (step 4, col 2)	Elementary assignment currently, replacing Saccomanno (resigned)
Danielle Bikowitz	Per Diem Substitute Teacher and Substitute Teaching Assistant; Substitute Teacher Aide	Elementary /Middle; District	November 15, 2019	\$90/day and \$85/day; \$11.32/hr	
Andrea Archer	Substitute School Bus Monitor	District	October 30, 2019	\$11.80/hr (step 1)	Also a school monitor
Matthew Bohin	Bohin, who is Initially certified in the Students With Disabilities (Grades 1-6) and Childhood Education (Grades 1-6) areas, is hereby appointed to the position of 1.0 FTE Special Education Teacher, in the Education of	District	For a probationary period commencing on December 2, 2019 and anticipated to end on	\$46,687 (step 1, col 1)	Replacing Turner/newly created, Elementary assignment currently

	children with handicapping conditions - general special education tenure area		December 2, 2023		
Bianca Garcia Crandall	Substitute Teacher Aide, Substitute School Monitor	District	November 6, 2019	\$11.32/hr	
Alexa Almaguer	School Monitor - Type A	District	November 13, 2019	\$11.80/hr (step 1)	2.75 hrs/day, Elementary monitor assignment currently, replacing Bell (resigned)
Richard Healy	Substitute Bus Driver	District	November 5, 2019	\$15.66/hr for training/testing, 70% of appointed bus driver per run rate for run(s)	
Doris McIntyre	Substitute Custodial Worker	District	November 15, 2019	\$12.18/hr (step 1)	Also a bus driver
Nicole Rock	Substitute Teacher Aide, Substitute School Monitor	District	November 13, 2019	\$11.32/hr	
David Souliere III	Substitute Bus Driver	District	November 15, 2019	\$15.66/hr for training/testing, 70% of appointed bus driver per run rate for run(s)	
Novalee Martineau	Bus Monitor	District	November 13, 2019	\$11.90/hr (step 2)	2 hrs/day, replacing Rascoe (resigned)
Nicole Terry	Teacher Aide, Type A	District	September 2, 2019	\$12.96/hr (step 4)	Decrease from 6.5 hrs/day to 6 hrs/day, Elementary assignment currently, replacing Rascoe (resigned)
Sarah Kimble	Substitute Custodial Worker	District	November 19, 2019	\$11.58/hr	
Jaelie Landaverde-Cobb	Teacher Aide, Type A	District	October 15, 2019	\$12.61/hr (step 2)	6 hrs/day, Elementary assignment currently, newly created/Supley transfer, was a school monitor
Fontilla Richardson	Richardson, who is certified in the Teaching Assistant Level I area, is hereby appointed to the position of 1.0 FTE Teaching Assistant in the	District	For a probationary period commencing on December 2,	\$22,537, prorated (step 1)	Secondary assignment currently, newly created

	Teaching Assistant tenure area		2019 and anticipated to end on December 2, 2023		
Michele Patnode	Substitute Bus Driver; Substitute School Monitor	District	November 20, 2019	\$15.66/hr for training/testing, 70% of appointed bus driver per run rate for run(s); \$11.32/hr	
Elizabeth Rawleigh	Teacher Aide, Type A	District	October 13, 2019	\$12.80/hr (step 3)	6 hrs/day, newly created/Miller transfer, Elementary assignment currently
Ian Bruno	Custodial Worker	District	December 9, 2019	\$12.18/hr (step 1)	8 hrs/day, replacing Ritchie (separated)

H. Approve Appendix B appointments for the 2019-2020 school year as follows:

Employee	Position	Compensation
Michael Lawyer	Intramurals	0.2
John Phillips , replacing Dunham (resigned)	Winter Track	0.35
Chad Robinson , replacing Ekstrom (resigned)	Jr. Varsity Wrestling	0.69

Action

18. OLD/UNFINISHED BUSINESS.

A. Discuss and determine action related to a modified lacrosse program.

Action

19. NEW BUSINESS.

A. Establish Board attendance at the January 9, 2020 [School Boards Association meeting](#), to be held at West Side Ballroom in Plattsburgh.

Action

B. Discuss and determine action related to a [facilities use request](#) for a December 13, 2019 PTO spaghetti dinner fundraiser.

Action

20. PUBLIC COMMENT - Individuals who wish to express comments should do so from the podium microphone and should register on the speaker sign-in sheet provided via clipboard.

21. EXECUTIVE SESSION if needed.

Action

22. ADJOURN.

Action