

Peru Central School District
 High School Community Room
 4:00 PM Board Retreat - book study/education/training
 6:30 PM Executive Session
 7:00 PM Regular Monthly Meeting
 Ms. Bonnie Berry, Presiding

ROLL CALL:

Mr. Robert LaFountain – present
 Ms. Cynthia Mills - present
 Ms. Sarah Mitchell - present
 Ms. Linda Morgan -present
 Mr. Steven Peters – present
 Mr. Scott Thurber – present

ALSO PRESENT: Dr. Thomas Palmer, Superintendent of Schools, Mr. Randolph Sapp, School Business Administrator, administrators, supervisors, faculty, staff, and community members.

CALL TO ORDER: At 6:27 p.m., it was moved by C. Mills, seconded by L. Morgan to call the meeting to order.
 Motion carried: 7-0

EXECUTIVE SESSION: At 6:27 p.m., it was moved by C. Mills, seconded by S. Mitchell to convene in Executive Session to discuss the employment history of particular persons and matters leading to the potential discipline of particular persons.
 Motion carried: 7-0

RECONVENE: At 7:06 p.m., it was moved by R. LaFountain, seconded by S. Peters to convene in Regular Session.
 Motion carried: 7-0

PLEDGE OF ALLEGIANCE: The Pledge was recited.

CONSIDER APPROVAL OF THE AGENDA: It was moved by S. Thurber, seconded by C. Mills to approve the agenda with the following additions:

15. CONSENT AGENDA – NEW BUSINESS.

B. Accept the following [donation\(s\)](#):

Donor	Donation	Value	Purpose
Pumpkin Hill Foundation	Monetary	\$1,000	Bee (Insect) Project/Initiative
Cloudsplitter Foundation	Monetary	\$2,000	Bee (Insect) Project/Initiative

16. CONSENT AGENDA – PERSONNEL.

C. Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
James Caron	Jr. Varsity Softball Coach	Athletics	2019-2020 sports season		X	

D. Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Russell Bigelow	Intramurals Basketball	Athletics	2019-2020 sports season	Volunteer	
Kimberly Carpenter	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	January 27, 2020	\$90/day, \$85/day	
Wanda Koehler	Substitute Food Service Helper	District	January 6, 2020	\$11.80/hr (step 1)	Also a typist
Laura Hathaway	Teacher Aide, Type C	District	January 29, 2020	\$12.61/hr (step 2)	Increase from 6 hrs/day to 7.5 hrs/day, Secondary

					assignment currently, replacing Henry (retired)
--	--	--	--	--	---

F. Authorize a leave of absence as needed, without pay, for bus driver **Sherman Hamel**, effective January - June 2020, corresponding to full documentation.

Motion carried: 7-0

CONSIDER APPROVAL OF THE MINUTES: It was moved by L. Morgan, seconded by R. LaFountain to approve the Minutes of the January 14, 2020 Regular Meeting, as written and/or corrected.

Motion carried: 7-0

RECESS: At 7:07 p.m., it was moved by S. Thurber, seconded by L. Morgan to hold a brief recess for the purpose of previewing the upcoming (March 5th - 7th) spring musical performance of Tuck Everlasting, in the High School Auditorium.

Motion carried: 7-0

RECONVENE: At 7:32 p.m., it was moved by S. Mitchell, seconded by R. LaFountain to convene in Regular Session.

Motion carried: 7-0

PUBLIC COMMENT: No comments were presented to the Board.

ADMINISTRATOR REPORTS: The Board:

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

Report/Communication	From	Comments
Harvard Model U.N.	Model U.N. Coordinator/High School Principal	January/February 2020 Trip.
Future of Education Technology (FETC)	Faculty/Staff	Review of January 2020 Conference.
Budget Workshop #1	School Business Administrator	2020-2021 Budget.

SUPERINTENDENT'S REPORT: Topics included the modified lacrosse program.

The Board heard from the Peru Association of Teachers (PAT) faculty association as per Article 4.8 of the Collective Bargaining Agreement.

CONSENT AGENDA – REPORTS AND COMMUNICATIONS: It was moved by S. Peters, seconded by C. Mills to:

Accept/Approve the following reports and communications:

Report	From	Comments
a. Recommendations	Committee on Preschool Special Education	January 2020.
b. Monthly Summary Report	Committee on Special Education	January 2020.
c. Treasurer's Report	Treasurer	<u>December 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 – January 2019 General Fund Revenue and Budget Status (ST-3 Sort) as of January 31, 2020, Capital Fund Budget Status as of January 31m 2020. Quarterly Reports: Grant Expenditures as of 12/31/19, General Fund

		Budget Status Detail as of 1/31/20, General Fund Actual to Budget Comparison as of 12/31/19.
d. Student Activity Report	Chief Faculty Advisor	December 2019.
e. Board Meeting Minutes	Champlain Valley Educational Services (CVES)	December 11, 2019 Regular Meeting.
f. Recommendations for Payments	BCA Architects & Engineers	Pipeline Mechanical 1-04 - \$6,935.48 (Intermediate Emergency Boiler), Luck Brothers 5-04 - \$154,929.80 Phase 2.
g. Capital Project Payments	Treasurer	Bernier & Carr - \$5,952.44, Bernier & Carr - \$36,004.87, Bernier & Carr - \$10,960.32, Bernier & Carr - \$15,748.60.
h. NYSIR Legal Digest	NY Schools Insurance Reciprocal (NYSIR)	Winter 2019.
i. Claim Form #20-22	School Food Service Director	December 13th PTO Spaghetti Dinner Fundraiser.

Motion carried: 7-0

CONSENT AGENDA – NEW BUSINESS: It was moved by C. Mills, seconded by L. Morgan to:

Authorize field trips as follows*:

Location	Event	Participants	Dates	Funding	Transportation
Industry Partners & Mentors	ADK P-TECH Program Standing Curriculum	Applicable P-TECH Students	March 2020	Multi District-Funded Transportation	District Bus
Multiple Venues	Tournaments, Games, Scrimmages/Practices	Athletes	March 2020	District-Funded and/or Booster Club Admission and Transportation	District Bus and/or Parent/Guardian Vehicle
Ithaca College, Ithaca, NY	High School Gospel Music Invitational	Approximately 15-20 High School Students	March 20 - 22, 2020	District & Donation-Funded Registration/Participation, District-Funded Transportation	District Bus
Clarkson University, Potsdam, NY	FIRST Tech Challenge Robotics Qualifier & Jr. FLL Expo	Approximately 6 High School Students	February 29, 2020	Club-Funded Registration/Participation, Funded Transportation	District Bus/Van

*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.

Accept the following donation(s):

Donor	Donation	Value	Purpose
Harvard Model UN Club	Monetary	\$2,000	Trip to Sixty-Seventh Session of Harvard Model United Nations (Boston, MA)
Pumpkin Hill Foundation	Monetary	\$1,000	Bee (Insect) Project/Initiative

Cloudsplitter Foundation	Monetary	\$2,000	Bee (Insect) Project/Initiative
--------------------------	----------	---------	------------------------------------

Motion carried: 7-0

CONSENT AGENDA – PERSONNEL: It was moved by R. LaFountain, seconded by C. Mills to approve the following personnel items with the exception of the two (2) Settlement Agreement Resolutions:

Establish a sick leave bank for **Theresa Viti**, through CSEA, effective January 2020, corresponding to full documentation.

Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Nichole LaPlante	School Monitor, all substitute civil service positions	District	January 10, 2020			X
Sally Pelletier	School Monitor, all substitute civil service positions	District	January 10, 2020			X
Jaimie Plumadore	Substitute Nurse	District	January 9, 2020		X	
Pamela Rock	Substitute School Monitor	District	January 17, 2020		X	
Heather Garner	Substitute Nurse	District	January 23, 2020		X	
Nicole Rock	Substitute Teacher Aide, Substitute School Monitor	District	November 13, 2019			X
Andrea Archer	Substitute School Bus Monitor	District	January 20, 2020		X	
Rachel Estes	School Monitor	District	January 17, 2020		X	
Cindy Longtin	Substitute Typist	District	December 27, 2019		X	
Peter Sorrell	Automotive Mechanic	District	February 17, 2020		X	
Miaomiao Holland	Substitute Nurse	District	January 22, 2020			X
James Caron	Jr. Varsity Softball Coach	Athletics	2019-2020 sports season		X	

Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Amanda Sears	Substitute School Bus Monitor	District	January 24, 2020	\$11.80/hr (step 1)	Also a teacher aide
Brandy Paton	Substitute School Monitor, Substitute School Bus Monitor	District	January 17, 2020	\$11.80/hr	
Lia Fishbein	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	February 12, 2020	\$90/day, \$85/day	

James Jefferson	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	February 12, 2020	\$90/day, \$85/day	
Michelle Rock	Food Service Helper	District	December 17, 2019	\$11.80/hr (step 1)	Increase from 3 hrs/day to 3.5 hrs/day
Michelle Rock	Temporary Food Service Helper	District	January 15, 2020	\$11.80/hr (step 1)	3.75 hrs/day, replacing Viti (leave), contingent upon completion of 21 days in the same assignment
Meagan Holderman	Holderman, who is certified in the Teaching Assistant Level I area, is hereby appointed to the position of 1.0 FTE Teaching Assistant in the Teaching Assistant tenure area	District	For a probationary period commencing on February 3, 2020 and anticipated to end on February 3, 2024	\$22,537 (step 1), prorated	Elementary assignment currently, replacing Carpenter (resigned)
Tammy Fritz	Food Service Helper	District	December 17, 2019	\$12.10/hr (step 4)	Decrease from 3 hrs/day to 2.5 hrs/day
Cynthia Seymour	Food Service Helper	District	September 4, 2019	\$14.25/hr (step 16)	Increase from 2.5 hrs/day to 2.75 hrs/day
Cindy Stratton	Food Service Helper	District	September 4, 2019	\$12.30/hr (step 6)	Increase from 5 hrs/day to 5.5 hrs/day
Diana Aubin	Cook Manager	District	September 4, 2019	\$24.45/hr (step 30), + longevity pay	Increase from 5.5 hrs/day to 5.75 hrs/day
Diana Aubin	Cook Manager	District	October 1, 2019	\$24.45/hr (step 30), + longevity pay	Increase from 5.75 hrs/day to 6.75 hrs/day
Shawna Garrow	Teacher Aide, Type C	District	TBD	\$12.40/hr (step 1)	7.5 hrs/day, Secondary assignment currently, replacing Richardson (TA transfer)
Jackie Holmes	Substitute School Monitor, Substitute Teacher Aide, Substitute School Bus Monitor	District	February 5, 2020	\$11.80/hr	
Jackie Holmes	School Monitor, Type A	District	February 10, 2020	\$11.80/hr (step 1)	2.75 hrs/day, Elementary monitor assignment currently, replacing Collins (resigned)

Kevin Martino	Substitute Automotive Mechanic	District	February 4, 2020	\$15.08/hr (step 1)	Also a custodial worker
Catherine Stocum	Substitute Custodial Worker	District	February 18, 2020	\$12.18/hr (step 1)	Also a cook manager
Bradley Shumway	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	January 21, 2020	\$90/day, \$85/day	
Russell Bigelow	Intramurals Basketball	Athletics	2019-2020 sports season	Volunteer	
Kimberly Carpenter	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	January 27, 2020	\$90/day, \$85/day	
Wanda Koehler	Substitute Food Service Helper	District	January 6, 2020	\$11.80/hr (step 1)	Also a typist
Laura Hathaway	Teacher Aide, Type C	District	January 29, 2020	\$12.61/hr (step 2)	Increase from 6 hrs/day to 7.5 hrs/day, Secondary assignment currently, replacing Henry (retired)

Grant tenure for:

Employee	Area	Effective Date
Michelle Rawson	Program Administrator	February 11, 2020

Authorize a leave of absence as needed, without pay, for bus driver **Sherman Hamel**, effective January - June 2020, corresponding to full documentation.

Motion carried: 7-0

It was moved by S. Peters, seconded by S. Mitchell to request a roll call vote to adopt the following **RESOLUTION**:

Resolved, that the District accept the terms and conditions of a negotiated Settlement Agreement with a tenured employee of the District on the recommendation of the School 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.

Roll Call Vote:

- R. LaFountain - yes (aye)
- C. Mills - no
- S. Mitchell - yes (aye)
- L. Morgan - no
- S. Peters - yes (aye)
- S. Thurber - yes (aye)
- B. Berry - yes (aye)

Motion carried: 5-2

It was moved by C. Mills, seconded by S. Mitchell to request a roll call vote to adopt the following **RESOLUTION**:

Resolved, that the District accept the terms and conditions of a negotiated Settlement Agreement with a tenured employee of the District on the recommendation of the School 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.

Roll Call Vote:

R. LaFountain - yes (aye)
C. Mills - no
S. Mitchell - yes (aye)
L. Morgan - no
S. Peters - yes (aye)
S. Thurber - yes (aye)
B. Berry - yes (aye)

Motion carried: 5-2

OLD/UNFINISHED BUSINESS:

It was moved by L. Morgan, seconded by C. Mills to adopt the following **RESOLUTION** :

RESOLVED, that the Board of Education accept the terms and conditions of a negotiated Memorandum of Agreement ([MOA](#)) with the Peru Association of Teachers (PAT) regarding modified lacrosse; authorize the Superintendent of Schools to execute such MOA and take all actions necessary on behalf of the Employer in effectuating the terms of the MOA.

Motion carried: 7-0

It was moved by C. Mills, seconded by S. Peters to establish a modified lacrosse coach position, for the 2019-2020 school year, at an Appendix B compensation rate of 0.35.

Motion carried: 7-0

The Board discussed the 2019-2020 academic calendar regarding the four (4) emergency days. It was then moved by C. Mills, seconded by L. Morgan to postpone any action on this matter until the next regular monthly meeting.

Motion carried: 7-0

NEW BUSINESS:

It was moved by C. Mills, seconded by L. Morgan to postpone adoption of the academic [calendar](#) for the 2020-2021 school year until the next regular monthly meeting.

Motion carried: 7-0

PUBLIC COMMENT: No comments were presented to the Board.

ADJOURN: At 9:10 p.m., it was moved by S. Peters, seconded by S. Mitchell to adjourn.

Motion carried: 7-0

Respectfully,

Sherri Provost
District Clerk