

Peru Central School District
 17 School Street, Peru, NY 12972
 High School Community Room
 6:00 PM Anticipated Executive Session
 7:00 PM Regular Monthly Meeting
 Ms. Bonnie Berry, Presiding

ROLL CALL:

Ms. Sarah Graves - present
 Mr. Mark Hamilton – present (6:03 PM arrival)
 Ms. Sarah Mitchell - present
 Ms. Linda Morgan -present (6:03 PM arrival)
 Mr. Steven Peters – present
 Mr. Scott Thurber – present

ALSO PRESENT: Scott Storms, Interim Superintendent of Schools, Mr. Randolph B. Sapp, School Business Administrator, administrators, faculty/staff, and community members.

CALL TO ORDER: At 6:00 p.m., it was moved by S. Thurber, seconded by S. Graves to call the meeting to order.
 Motion carried: 5-0

EXECUTIVE SESSION: At 6:00 p.m., it was moved by S. Mitchell, seconded by S. Peters to convene in Executive Session to discuss matters leading to the employment history, [financial](#) history, and employment/appointment of particular persons; and current legal proceedings.
 Motion carried: 5-0

L. Morgan and M. Hamilton arrived at 6:03 p.m., during the Executive Session.

RECONVENE: At 7:03 p.m., it was moved by S. Mitchell, seconded by L. Morgan 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 S. Peters to approve the agenda with the following revisions:

13. CONSENT AGENDA - NEW BUSINESS.

ADD

H. Adopt the following **RESOLUTION:**

RESOLVED, that the Board of Education accept the terms and conditions of a Memorandum of Agreement (MOA), with the Peru Association of Teachers (PAT), regarding credit recovery; authorize the Interim Superintendent of Schools to execute such MOA and take all actions necessary on behalf of the District in effectuating the terms of the MOA.

I. Approve an agreement with Adirondack Helping Hands, for the 2021-2022 school year, for services to the District’s UPK Program.

14. CONSENT AGENDA - PERSONNEL.

ADD

J. Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Amanda Rice	Permanent Building Substitute (PBS) Teacher	Elementary	January 17, 2022		X (will remain a per diem sub teacher)	

REMOVE

K. Approve appointments for:

Employee	Position	Program	Effective Date(s)	Compensation	Comments
Alina Macey	Substitute Registered Nurse	District	January 27, 2022	\$135/day	

	(RN)				
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ADD

K. Approve appointments for:

Employee	Position	Program	Effective Date(s)	Compensation	Comments
Sara LePage	Per Diem Substitute Teacher; Substitute Teaching Assistant	District	January 15, 2022	\$100/day; \$95/day	
Lyntell Johnson	School Monitor; Substitute School Bus Monitor	District	January 31, 2022	\$13.20/hr (step 1); \$13.20/hr	2.75 hrs/day, Elementary assignment currently, replacing LaPlante (resigned)
Meghan O'Connell	Permanent Building Substitute (PBS) Teacher	Elementary	February 14, 2022	\$130/day	

ADDN. Authorize a leave of absence (LOA) without pay, as needed, for LTS Teaching Assistant **Zoe Porter**, effective November 2021 - June 2022, corresponding to full documentation.

Motion carried: 7-0

CONSIDER APPROVAL OF THE MINUTES: It was moved by S. Mitchell, seconded by L. Morgan to approve the Minutes of the January 11, 2022 [Regular Monthly](#) Meeting, as written and/or amended/corrected.

Motion carried: 7-0

PUBLIC COMMENT: No comments were presented to the Board.**SUPERINTENDENT'S REPORT:** Topics included student artwork, COVID-19 testing/clinics, a [construction update](#), and District podcasts.

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

ADMINISTRATOR REPORTS: The Board:

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

Report/Communication	From	Comments
a. Instructional Technology	District & Elementary Technology Integrationists	Planning and Goals.
b. Leadership and Human Studies	High School Principal	Circles and Sweethearts & Heroes.
c. Budget Information Session	School Business Administrator	2022-2023 Budget.

CONSENT AGENDA – REPORTS AND COMMUNICATIONS: It was moved by S. Mitchell, seconded by L. Morgan to: Accept/Approve the following reports and/or communications:

Report/Communication	From	Comments
a. Recommendations	Committee on Preschool Special Education	January 2022.
b. Monthly Summary Report	Committee on Special Education	January 2022.
c. Treasurer's Reports	Treasurer	Monthly Reports: December 2021; General Fund (A200) General Fund Money

		Market TD Bank (A2001), Employee Benefit Reserve (A2302), Employee Retirement Reserve (A2303), School Lunch Fund (C200), Payroll Account (TA200/A200PAY), Capital Fund (H200), Capital Fund Investment (H2001) Employees Cafeteria Plan (A2007), Student Payments (A2006), Debt Service (V230), Proceeds from External Sources , General Fund Revenue and Budget Status (ST-3 Sort) as of January 21, 2022, Capital Fund Budget Status as of January 31, 2022, Quarterly Reports : Grants Expenditures as of 12/31/21, General Fund Actual to Budget Comparison for the quarter ending 12/31 for years 2020-21 and 2021-22, General Fund Budget Status Detail as of 12/31/21.
d. Recommendations for Payment	BCA Architects & Engineers	Atlantic Testing Laboratories ATL-18-SI - \$351.00.
e. Capital Project Payments	Treasurer	Bernier, Carr & Associates - \$1,201.50, BPD - \$1,810.00, BPD - \$5,837.25.
f. Health & Medical Report	Health/Medical Administrator (HMA)	January 2022 and Revised December 2021.
g. Notice of Supplemental Public Hearing	County of Clinton Industrial Development Agency	Amendment of the Initial Application.
h. Code of Conduct	Code of Conduct Committee	Annual Update/Review Timeline.

Motion carried: 7-0

CONSENT AGENDA – NEW BUSINESS: It was moved by S. Peters, seconded by M. Hamilton to:

Authorize field trips as follows*:

Location	Event	Participants	Dates	Funding	Transportation
Multiple Venues	Tournaments, Games, Scrimmages/Practices	Athletes	March 2022	District-Funded and/or Booster Club Admission and Transportation	District Bus and/or Parent/Guardian Vehicle
Syracuse, NY	NYSBDA Symposium (Honor Bands)	One (1) Middle School & One (1) High School Student	March 4-6, 2022	District-Funded Registration	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.

Approve budget appropriation [transfers](#) for the 2021-2022 school year for the General Fund, totaling \$104,620.00.

Authorize continuation of a [Unified Basketball Program](#) and create an Appendix B unified basketball coach position, for the 2021-2022 school year, at a compensation rate of 0.495, pending contract/memorandum negotiations. This program was initially approved as a three-year program, commencing in the 2017-2018 school year.

Establish the [mileage rate](#) reimbursement at 58.5 cents per mile, effective January 1, 2022, to follow the IRS mileage rate for employees who use their own personal vehicles for official business.

Approve continuation of Health & Welfare Service [Contracts](#) and the corresponding fee/rate schedule, for the 2021-2022 school year, for non-resident students attending Seton Catholic School, for the AuSable Valley Central, Beekmantown Central, Northeastern Clinton Central, Northern Adirondack Central, Plattsburgh City, Saranac Central, and Willsboro Central school districts.

Authorize a Section VII [merger](#), for the 2021-2022 school year, for Girls' Lacrosse.

Accept the following [donation](#):

Donor	Donation	Purpose
Hannaford Helps Schools	Monetary (School Dollars)	District Use.

H. Adopt the following **RESOLUTION**:

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

I. Approve an [agreement](#) with Adirondack Helping Hands, for the 2021-2022 school year, for services to the District's UPK Program.

Motion carried: 7-0

CONSENT AGENDA – PERSONNEL: It was moved by S. Graves, seconded by L. Morgan to:

Rescind the [leave of absence](#) (LOA) authorization, which was approved at the December 2021 regular monthly meeting, for **Novalee Martineau**, effective January 12 - 14, 2022.

Adopt the following **RESOLUTION**:

RESOLVED, that the Board of Education accept the terms and conditions of an Employment [Agreement](#) with **Ginene Mason**, effective during the 2021-2022 school year, regarding an Interim Assistant Superintendent for Educational Services position; authorize the Superintendent of Schools to execute such Agreement and take all actions necessary on behalf of the Employer in effectuating the terms of the Agreement.

Authorize a leave of absence (LOA) without pay, for Permanent Building Substitute (PBS) Teacher **Megan Zmijewski**, effective February 7, 2022 - a date not to exceed June 30, 2022, in order to accept a Long Term Substitute (LTS) English Teacher position.

Authorize a [leave of absence](#) (LOA) without pay, as needed, for School Bus Driver **Robert Jean**, effective January 25 - February 6, 2022.

Pursuant to Civil Service Rule 14, establish a probationary period of fifty-two (52) weeks for school nurses, Occupational Therapists, Occupational Therapist Assistants, Physical Therapists, Behavior Analysts, and Network and Systems Technicians.

Authorize a [leave of absence](#) (LOA) without pay, as needed, for Food Service Helper **Catherine Stocum**, effective January - June 2022, corresponding to full documentation.

Authorize a [leave of absence](#) (LOA) without pay, for Custodial Worker **Nelson Mooney**, effective February - April 2022, corresponding to full documentation.

Increase the substitute school bus driver per run rate from 70% to 80% of appointed bus driver per run rate, effective February 9, 2022.

Authorize a leave of absence (LOA) without pay, for Permanent Building Substitute (PBS) Teacher **Danielle Bikowitz**, effective December 14, 2021 - February 11, 2022, in order to accept a Long Term Substitute (LTS) Special Education Teacher position.

Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Camille Sutkoff	Teacher Aide	District	January 31, 2022		X	
Lia Hemingway	Teacher Aide	District	January 10, 2022		X	
Catherine Stocum	School Bus Monitor	District	January 26, 2022		X	
Megan Funk	Long Term Substitute (LTS) Reading Teacher	District	February 21, 2022		X	
Leopoldo Carvajal	Long Term Substitute (LTS) Spanish Teacher	Secondary	January 31, 2022		X (will remain a per diem sub)	X (did not meet 30-day requirement)
Miranda Hack	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	December 13, 2021		X	
Jeremy Wrisley	Custodial Worker	District	January 24, 2022		X	
Meagan Holderman	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	January 23, 2022		X	
Amanda Rice	Permanent Building Substitute (PBS) Teacher	Elementary	January 17, 2022		X (will remain a per diem sub teacher)	

Approve appointments for:

Employee	Position	Program	Effective Date(s)	Compensation	Comments
Kristopher Landry	Landry, who is Professionally certified in the Students With Disabilities (Birth-Grade 2 & Grades 1-6) and Early Childhood Education (Birth-Grade 2) and Childhood Education (Grades 1-6) areas, is hereby appointed to the position of 1.0 FTE Special Education Teacher, in the Education of children with handicapping conditions -	District	For a probationary period commencing on February 14, 2022 and anticipated to end on February 13, 2026	\$54,536 (step 3, col 3), prorated	Elementary assignment currently, replacing Reil (resigned)

	general special education tenure area				
Katie Fialkiewicz	Substitute School Monitor	District	January 21, 2022	\$13.20/hr	
Megan Zmijewski	Zmijewski, who is Initially certified in the Social Studies 7-12 area, is hereby appointed to the position of Long Term Substitute (LTS) 1.0 FTE English (ELA) Teacher. This service will not be credited toward tenure	Secondary	February 7, 2022 - a date not to exceed June 30, 2022, or upon return of Allen, whichever is sooner	\$243.33/day (step 1, col 1)	Pending a Feinerman Agreement, contingent upon completion of 30 days in the same assignment, replacing Allen (on leave)
Erin Morris	Substitute Registered Nurse (RN)	District	January 14, 2022	\$135/day	
Yvonne Inman	Substitute Registered Nurse (RN)	Seton Catholic	February 1, 2022	\$135/day, prorated	Up to 4.5 hrs/day
Ginene Mason	Mason, who is Permanently certified in the School Administrator/ Supervisor, School District Administrator and School Psychologist areas, is hereby appointed to the non-probationary position of Interim Assistant Superintendent for Educational Services. This service will not be credited toward tenure.	District	January 3, 2022 - a date not to exceed June 30, 2022	\$450/day	Replacing Storms (transfer)
Cheyenne Rice	Substitute Custodial Worker	District	January 18, 2022	\$13.20/hr	
Russell Mann	School Bus Driver	District	January 25 - June 30, 2022	\$10,902, prorated	1-run, abbreviated schedule, CCE PACE Program
Tammy Catlin	School Bus Driver	District	January 26 - June 30, 2022	\$10,902, prorated	1-run, abbreviated schedule, CCE PACE Program
Gregory Badger, Dean DeLano	CCE PACE Program	District	Approximately January 25 - March 10, 2022	\$35/hr	Ceramics, Minecraft
Briana Marbut	Teacher Aide	District	January 12, 2022	\$13.20/hr (step 1)	6.5 hrs/day, Secondary assignment currently, replacing Gainer (separated)
Angela Ratelle	Substitute Teacher Aide	District	February 7, 2022	\$13.20/hr	
Parker LaBounty	Custodial Worker	District	February 1, 2022	\$13.20/hr (step 1)	8 hrs/day, replacing Wrisley (resigned)

Joey Rice	School Bus Driver	District	January 18, 2022	\$10,902, prorated	1-run, abbreviated schedule, replacing Souliere/Davis
John Mayville	Part-Time Custodial Worker	District	February 1, 2022	\$13.20/hr (step 1)	19.5 hrs/wk, replacing LaBounty (transfer)
Charlene Todd	Food Service Helper	District	December 14, 2021	\$13.20/hr (step 1)	5 hrs/day
Catherine Stocum	Food Service Helper	District	January 26, 2022	\$13.20/hr (step 1)	Increase from 4 hrs/day to 7 hrs/day
Jennifer LaDieu	Per Diem Substitute Teacher; Substitute Teaching Assistant	District	February 7, 2022	\$100/day; \$95/day	
Jennifer LaDieu	Substitute Food Service Helper, Substitute Teacher Aide, Substitute School Monitor	District	February 7, 2022	\$13.20/hr	
Jason Redmond	Permanent Building Substitute (PBS) Teacher	Secondary	February 8 - June 30, 2022	\$130/day	
Emily Dumas	Dumas, who is Emergency COVID-19 certified in the Early Childhood Education (Birth-Grade 2) area, is hereby appointed to the position of 1.0 FTE Elementary Teacher, in the Elementary tenure area	Elementary	For a probationary period commencing on November 11, 2021 and anticipated to end on November 10, 2025	\$49,676 (step 2, col 1), prorated	Conclusion of Feinerman Agreement, newly created
Jacob Mossey	Mossey, who is Initially certified in the Physical Education area, is hereby appointed to the position of 1.0 FTE Physical Education (PE) Teacher, in the Physical Education & Recreation tenure area	District	For a probationary period commencing on October 2, 2021 and anticipated to end on October 1, 2025	\$48,666 (step 1, col 1), prorated	Conclusion of Feinerman Agreement, Secondary assignment currently, replacing McAlary (resigned)
Christopher Burdash	Unified Basketball Coach	Athletics	2021-2022 school year	0.495	Appendix B
Amy Dermody	Unified Basketball Assistant Coach	Athletics	2021-2022 school year	Volunteer	
Alexis Miller	Miller, who is Initially and Emergency COVID-19 certified in the Physical Education area, is hereby appointed to the position of 1.0 FTE Physical	District	For a probationary period commencing on January 25, 2022 and	\$50,466 (step 1, col 2), prorated	Conclusion of Feinerman Agreement, Secondary assignment currently,

	Education (PE) Teacher, in the Physical Education & Recreation tenure area		anticipated to end on January 24, 2026		replacing Bailey (resigned)
Angell Hicks	Home Teaching Instructor	Secondary	January 12, 2022	\$35/hr	
Michele Polhemus	Home Teaching Instructor	Secondary	September 29, 2021	\$35/hr	
Danielle Bikowitz	Bikowitz, who is not currently certified in any areas, is hereby appointed to the position of Long Term Substitute (LTS) 1.0 FTE Special Education Teacher. This service will not be credited toward tenure	District	December 14, 2021 - February 11, 2022	\$243.33/day (step 1, col 1)	Elementary assignment currently, replacing Reil (resigned)
Shawn Sexton	Credit Recovery 'Restart'	Secondary	2021-2022 school year	Teacher Salary Schedule Step 1, Base Col 1, prorated hourly	
Sara LePage	Per Diem Substitute Teacher; Substitute Teaching Assistant	District	January 15, 2022	\$100/day; \$95/day	
Lyntell Johnson	School Monitor; Substitute School Bus Monitor	District	January 31, 2022	\$13.20/hr (step 1); \$13.20/hr	2.75 hrs/day, Elementary assignment currently, replacing LaPlante (resigned)
Meghan O'Connell	Permanent Building Substitute (PBS) Teacher	Elementary	February 14, 2022	\$130/day	

Approve PM School appointments for the 2021-2022 school year, pending contract/memorandum negotiations, as follows:

Employee	Position	Compensation	Employee	Position	Compensation
Jeanne Caron, Tracey Houle, Amy Rabideau, Melissa Wright	Consultant/Teacher	Employee's base pay/200/7.5 (per hour)	Matthew Armstrong, Catherine Butts, Jeanne Caron, John Clemons, Tracey Houle, Janelle LaValley, Peter McCormick, Amy Rabideau,	Teacher	Employee's base pay/200/7.5 (per hour)

			Sharlyn Wells, Melissa Wright		
Christopher Burdash	Teaching Assistant	\$21.93/hr	Mary Boudreau	Teaching Assistant	\$19.26/hr
Michele Polhemus	Teaching Assistant	\$29.82/hr			

Establish a [rate of pay](#) for substitute school bus drivers, who complete the necessary CDL licensing training requirements through the District, as part of the FMCSA ELDT regulations:

Compensation	Rate of Pay
50% of required training hours after six (6) months of substitute driving of at least 50% of the district-requested substitute work	Hourly training rate as per contract (currently \$16.15/hr)
50% of required training hours after one (1) year of substitute driving of at least 50% of the district-requested substitute work	Hourly training rate as per contract (currently \$16.15/hr)

Authorize a leave of absence (LOA) without pay, as needed, for LTS Teaching Assistant **Zoe Porter**, effective November 2021 - June 2022, corresponding to full documentation.

Motion carried: 7-0

OLD/UNFINISHED BUSINESS:

It was moved by S. Mitchell, seconded by S. Peters to provide a second reading and adopt revised [Policy #0110](#), now titled Title IX Sexual Harassment.

Motion carried: 7-0

The Board discussed school bus pickup/drop-off locations. It was moved by S. Thurber, seconded by S. Peters to authorize the Interim Superintendent to work with the transportation supervisor and administrators to conduct surveys and determine options.

Motion carried: 7-0

NEW BUSINESS:

It was moved by L. Morgan, seconded by S. Graves to adopt the draft 2022-2023 [academic calendar](#).

Motion carried: 7-0

PUBLIC COMMENT: No comments were presented to the Board.

ADJOURN: At 8:11 p.m., it was moved by S. Mitchell, seconded by S. Peters to adjourn the meeting.

Motion carried: 7-0

Respectfully,

Sherri Provost
District Clerk