

Peru Central School District  
 17 School Street, Peru, NY 12972  
 High School Community Room  
 6:30 PM Anticipated Executive Session  
 7:00 PM Regular Monthly Meeting  
 Ms. Bonnie Berry, Presiding

**ROLL CALL:**

Ms. Sarah Graves - present  
 Mr. Mark Hamilton – present  
 Ms. Sarah Mitchell - absent  
 Ms. Linda Morgan - present  
 Mr. Steven Peters –present  
 Mr. Edward Webbinaro - present

**ALSO PRESENT:** Mr. Scott Storms, Superintendent of Schools, Mr. Randolph B. Sapp, School Business Administrator, administrators, faculty/staff, community members, and Dr. Mark Davey & Ms. Michele Friedman of CVES.

**CALL TO ORDER:** At 6:30 p.m., it was moved by S. Graves, seconded by M. Hamilton to call the meeting to order.  
 Motion carried: 4-0

S. Peters arrived.

It was moved by E. Webbinaro, seconded by S. Graves to adopt the following **RESOLUTION:**

**BE IT RESOLVED** that the Board of Education appoints **Linda Morgan** as board member, effective January 10 - May 16, 2023, due to the resignation of Scott Thurber.

Motion carried: 5-0

The **OATH OF OFFICE** was administered by the District Clerk to newly appointed Board Member Linda Morgan.

**EXECUTIVE SESSION:** At 6:31 p.m., it was moved by E. Webbinaro, seconded by M. Hamilton to convene in Executive Session to discuss the employment history and discipline of particular persons.

Motion carried: 6-0

**RECONVENE:** At 7:06 p.m., it was moved by S. Graves, seconded by S. Peters to reconvene in regular public session.  
 Motion carried: 6-0

**PLEDGE OF ALLEGIANCE:** The Pledge was recited.

**CONSIDER APPROVAL OF THE AGENDA:** It was moved by E. Webbinaro, seconded by M. Hamilton to approve the agenda with the following additions:

**16. CONSENT AGENDA - NEW BUSINESS.**

L. 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 instructional periods; 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.

**17. CONSENT AGENDA – PERSONNEL.**

G. Approve retirement, resignation, or separation for:

| Employee     | Position     | Program  | Effective Date   | Retirement | Resignation | Separation |
|--------------|--------------|----------|------------------|------------|-------------|------------|
| Kelly Miller | Teacher Aide | District | February 1, 2023 |            | X           |            |

H. Approve appointments for:

| Employee         | Position            | Program   | Effective Date           | Compensation                  | Comments                         |
|------------------|---------------------|-----------|--------------------------|-------------------------------|----------------------------------|
| Jennifer Bigelow | 0.1 FTE Mathematics | Secondary | January 5- June 23, 2023 | \$93,340 (step 28, column 3), | AIS, replacing Devins (resigned) |

|                          |   |           |                                    |  |  |
|--------------------------|---|-----------|------------------------------------|--|--|
|                          | Teacher   |           |                                    | prorated at 10%<br>for effective dates |  |
| <b>Matthew Armstrong</b> | College Advancement Program (CAP)/Advanced Placement Program (AP) Coordinator | Secondary | 2022-2023 & 2023-2024 school years | \$5,000/yr                             |  |

J. 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 Peru CSD attorney; 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.

K. Authorize a [leave](#) of absence (LOA) without pay for Registered Nurse **Robin Chase**, effective February 13-17, 2023, corresponding to full documentation.

**19. NEW BUSINESS.**

D. Establish a Girls' [Flag Football](#) team and create a Flag Football Coach, at an Appendix B compensation rate of 0.495.

Motion carried: 6-0

**CONSIDER APPROVAL OF THE MINUTES:** It was moved by S. Graves, seconded by M. Hamilton to approve the Minutes of the December 13, 2022 Regular Monthly Meeting, as written and/or corrected.

Motion carried: 6-0

**RECOGNITION:** The Board:

Recognized Scott Thurber for his 4 ½ years of Board of Education service. Scott has volunteered many hours of his time, as part of his support of students, employees and community members. He has been a valued member of our team and we greatly admire his dedication to the District. Thank you Scott!

Welcomed returning Board Member Linda Morgan. Ms. Morgan was sworn in earlier tonight and has offered to fill Mr. Thurber's position for the next five (5) months. Linda brings ten (10) years of board member experience with her. Thank you Linda!

**PUBLIC COMMENT:** The Board received comments from one individual regarding the annual budget vote & school board election.

**SUPERINTENDENT'S REPORT:** Topics included districtwide holiday activities and a CVES presentation.

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. <a href="#">Sports Review</a>             | Athletic Coordinator          | Fall 2022.                        |
| b. <a href="#">Multi-Year Financial Plan</a> | School Business Administrator | In Accordance with Annual Review. |

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

| Report/Communication                               | From                                     | Comments       |
|--|--|----------------|
| a. <a href="#">Recommendations</a> /Monthly Report | Committee on Preschool Special Education | December 2022. |
| b. <a href="#">Recommendations</a> /Monthly Report | Committee on Special Education           | December 2022. |

|   |  |  |
|---|--|--|
| c. <a href="#">Treasurer's Reports</a>              | Treasurer                                    | November 2022: 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), <a href="#">Proceeds</a> from External Sources, General Fund Revenue and Budget Status (ST-3 Sort) as of 12/31/2022, Capital Fund Budget Status as of 12/31/2022. |
| d. <a href="#">Board Meeting Minutes</a>            | Champlain Valley Educational Services (CVES) | November 9, 2022 Regular Board Meeting.  |
| e. <a href="#">Quarterly Report</a>                 | Internal Claims Auditor                      | As of December 31, 2022.   |
| f. Student Activities                               | Chief Faculty Advisor                        | <a href="#">October</a> & <a href="#">November</a> 2022.   |
| g. <a href="#">Health &amp; Medical Report</a>      | Health/Medical Administrator (HMA)           | December 2022.   |
| h. <a href="#">Payment in Lieu of Tax Agreement</a> | Attorney Correspondence                      | County of Clinton Industrial Development Agency & CHPE, LLC.   |

Motion carried: 6-0

**CONSENT AGENDA – NEW BUSINESS:** It was moved by L. Morgan, seconded by M. Hamilton to:

Authorize field trips as follows\*:

| Location                          | Event   | Participants                                 | Dates                 | Funding  | Transportation                              |
|-----------------------------------|---|--|-----------------------|--|---|
| Multiple Venues                   | Tournaments, Games, Scrimmages/Practices                  | Athletes                                     | February 2023         | District-Funded and/or Booster Club Admission and Transportation | District Bus and/or Parent/Guardian Vehicle |
| Sheraton Boston Hotel, Boston, MA | Harvard Model United Nations ( <a href="#">HMUN</a> 2023) | Approximately 8 High School Students         | January 25 - 29, 2023 | Club Fundraising, Donations, and <a href="#">District</a>        | Coach Bus, Shared                           |
| Northeastern Clinton CSD (NCCS)   | CCMEA All-County Festival                                 | Approximately 24 Middle/High School Students | February 4, 2023      | District   | District Bus                                |

\*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.

Adopt the following **RESOLUTION**:

**RESOLVED**, that the Board of Education accept the terms and conditions of a revised Memorandum of [Agreement](#) (MOA) with the Peru Association of Teachers (PAT), regarding additional class instruction; 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.

[Create](#) five (5) additional Permanent Building Substitute (PBS) Teachers, effective for the 2022-2023 school year, to be placed districtwide.

[Create](#) two (2), thirty (30) hours per week Teacher Aides, in the Elementary Special Education Program, effective for the 2022-2023 school year.

Establish the Retired Educators of the Peru Central School [Scholarship](#) Fund, to be awarded using established criteria.

Approve budget appropriation [transfers](#) for the 2022-2023 school year for the General Fund Budget, totaling \$169,009.00.

Adopt the following **RESOLUTION**:

**RESOLVED**, that the Board of Education accept the terms and conditions of the Memorandum of [Agreement](#) (MOA) with the Peru Association of Teachers (PAT) regarding 2022-2023 Annual Professional Performance Review (APPR); 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.

Approve/Accept Bid the following [bid](#) pertaining to the 2022 Capital Outlay Project (Gym Floor Resurfacing), Project No. 2022-104:

| Contract                              | Bidder                             | Total Bid   |
|---------------------------------------|------------------------------------|-------------|
| Contract No. 1 – General Construction | Murnane Building Contractors, Inc. | \$72,000.00 |

Approve revised 2022-2023 faculty/staff [meal prices](#), effective January 17, 2023, as follows:

| Breakfast    | Lunch        |
|--------------|--------------|
| \$2.78 + tax | \$4.95 + tax |

Re-establish Substitute [Rates](#), effective December 31, 2022 - June 30, 2023 , as follows:

| Position   | Rate  | Position  | Rate         |
|--|---|---|--------------|
| Teacher Aide   | \$14.20/hr  | Food Service Helper   | \$14.20/hr   |
| Typist   | \$14.20/hr  | Maintenance Worker  | \$14.20/hr   |
| Custodial Worker   | \$14.20/hr  | Automotive Mechanic   | \$15.86/hr   |
| School Monitor   | \$14.20/hr  | Permanent Building Substitute Teacher   | \$130/day    |
| School Bus Monitor   | \$14.20/hr  | Substitute Teaching Assistant   | \$106.50/day |
| Substitute Licensed Practical Nurse (LPN)  | \$115/day   | Substitute Registered Nurse (RN)  | \$135/day    |
| Per Diem Substitute Teacher, Peru Retiree with Professional or Permanent Certification | \$150/day   | Per Diem Substitute Teacher, Peru Retiree with Teaching Assistant Certification                                   | \$120/day    |
| Per Diem Substitute Teacher (Non-Certified with no degree or Associate's Degree)       | \$115/day   | Per Diem Substitute Teacher (Non-Certified with Bachelor's Degree or equivalent in combined B.S./M.S.Ed. program) | \$120/day    |
| School Bus Driver  | 80% of appointed bus driver per run rate (based on 200 days), \$15.97/hr for training/testing | Per Diem Substitute Teacher (Certified)   | \$125/day    |
| Cook Manager   | \$14.49/hr  | Election/Poll Inspector/Coordinator   | \$15.00/hr   |

|  |            |  |  |
|--|------------|--|--|
| Temporary Records Inventory/Planning Clerk | \$15.00/hr |  |  |
|--|------------|--|--|

Accept the following [donation](#):

| Donor     | Donation                 | Value   | Purpose                   |
|-----------|--------------------------|---------|---------------------------|
| Anonymous | <a href="#">Monetary</a> | \$2,500 | PreK-2 Elementary Program |

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 instructional periods; 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: 6-0

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

Authorize an extension of a [leave](#) of absence (LOA) without pay, as needed, for Bus Driver **Richard Healy**, effective January - June 2023, corresponding to full documentation.

Authorize an extension of a leave of absence (LOA) without pay, as needed, for Bus Driver **Allyson Liberty-Nelson**, effective January - June 2023, corresponding to full documentation.

Authorize an extension of a [leave](#) of absence (LOA) without pay, as needed, for Bus Driver **Melissa Duprey**, effective January - June 2023, corresponding to full documentation.

Adopt the following **RESOLUTION**:

**RESOLVED**, that the Board accept the terms and conditions of an [Agreement](#) (Feinerman) with **Hanna Rose**, regarding tenure and seniority, 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 an extension of a [leave](#) of absence (LOA) without pay, as needed, for Teacher Aide **Kathy Adams-Desotell**, effective January - June 2023, corresponding to full documentation.

Authorize a [leave](#) of absence (LOA) without pay, for School Monitor **Keri DiNuzzo**, effective March 31 - April 17, 2023.

Approve retirement, resignation, or separation for:

| Employee   | Position   | Program   | Effective Date   | Retirement | Resignation | Separation |
|--|--|-----------|------------------|------------|-------------|------------|
| <b>Francine LaPorte</b>  | REACH Club Advisor   | Secondary | December 7, 2022 |            | X           |            |
| <b>Monica McColgan</b>   | Teacher Aide   | District  | January 9, 2023  |            | X           |            |
| <b>Sierra LaPorte</b>  | School Monitor   | District  | January 11, 2022 |            | X           |            |
| <b>Amy Kiroy, Daniel Lennon, Gary Liberty, Tammy McCorry, Charles Mitchell Jr,</b> | Per Diem Substitute Teacher, Substitute Teaching Assistant | District  | January 3, 2023  |            |             | X          |

|  |                      |          |                   |  |          |  |
|--|----------------------|----------|-------------------|--|----------|--|
| <b>Kimberly O'Leary, Bradley Shumway</b> |                      |          |                   |  |          |  |
| <b>Vern Witherbee</b>                    | School Social Worker | District | November 15, 2022 |  | <b>X</b> |  |
| <b>Kelly Miller</b>                      | Teacher Aide         | District | February 1, 2023  |  | <b>X</b> |  |

Approve appointments for:

| <b>Employee</b>        | <b>Position</b>  | <b>Program</b> | <b>Effective Date</b>  | <b>Compensation</b>                        | <b>Comments</b>  |
|------------------------|--|----------------|--|--|--|
| <b>Hanna Rose</b>      | Rose, who is not currently certified in any areas, is hereby appointed to the non-probationary position of Long Term Substitute (LTS) 1.0 FTE Mathematics Teacher. This service will not be credited toward tenure | Secondary      | January 12 - a date not to exceed June 30, 2023                                | \$49,915 (step 1, col 1 BA-BASE), prorated | Pending a Feinerman Agreement, contingent upon completion of 30 days in the same assignment, replacing Devins (resigned) |
| <b>Sean Crowley</b>    | Per Diem Substitute Teacher; Substitute Teaching Assistant; Substitute Teacher Aide and Substitute School Monitor  | District       | December 19, 2022  | \$100/day;<br>\$95/day;<br>\$13.46/hr      |  |
| <b>Lisa Freitas</b>    | Teacher Aide, Type A   | District       | January 9, 2023  | \$14.31/hr (step 1)                        | 6 hrs/day, Elementary assignment currently, replacing McColgan (resigned)  |
| <b>Stephanie Lumb</b>  | Substitute Teacher Aide  | District       | January 3, 2023  | \$14.20/hr                                 |  |
| <b>Justin LaValley</b> | Substitute Custodial Worker  | District       | December 20, 2022  | \$13.46/hr                                 |  |
| <b>Ethan King</b>      | Substitute School Monitor  | District       | December 14, 2022  | \$13.46/hr                                 |  |
| <b>Keri DiNuzzo</b>    | School Monitor, Type A   | District       | November 21, 2022  | \$14.20/hr (step 1)                        | 2.75 hrs/day, Elementary assignment currently, replacing Burdick (resigned)  |
| <b>Aya Bull</b>        | Substitute Registered Nurse (RN)   | District       | December 15 - 22, 2022   | \$135/day                                  |  |
| <b>Robin Douglass</b>  | Douglass, who is Permanently certified in the Special Education + English 7-12 + English 7-9 Extension + Nursery, Kindergarten & Grades 1-6 areas, and   | District       | For a probationary period commencing on <b>January 3, 2023</b> and anticipated | \$66,805 (step 15, col 1), prorated        | Elementary assignment currently, replacing Rice/Begor (resigned)   |

|                          |  |           |  |  |                                  |
|--------------------------|--|-----------|--|--|----------------------------------|
|                          | Professionally certified in the School District Leader (SDL) 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 |           | to end on <b>January 2, 2027</b> (this is a revision/update from the 11/8/22 BOE mtg dates of 12/12/22-12/12/26) |  |                                  |
| <b>Sierra O'Mahony</b>   | Per Diem Substitute Teacher, Substitute Teaching Assistant   | District  | January 5, 2023  | \$115/day,<br>\$106.50/day                                       |                                  |
| <b>Jennifer Bigelow</b>  | 0.1 FTE Mathematics Teacher  | Secondary | January 5 - June 23, 2023  | \$93,340 (step 28, colum 3), prorated at 10% for effective dates | AIS, replacing Devins (resigned) |
| <b>Matthew Armstrong</b> | College Advancement Program (CAP)/Advanced Placement Program (AP) Coordinator  | Secondary | 2022-2023 & 2023-2024 school years   | \$5,000/yr   |                                  |

I. Approve appointments for the Middle/High School Cornell Cooperative Extension (CCE) PACE Program for the 2022-2023 school year, as follows:

| Employee   | Position                       | Compensation   |
|--|--------------------------------|--|
| <b>Tiffany Beshon, Molly Butts, Connie Markowicz, David Thomas</b> | After School Enrichment Leader | \$2,000 per 6-wk session (all 18 days), or \$100/day |

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 Peru CSD attorney; 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 Registered Nurse **Robin Chase**, effective February 13-17, 2023, corresponding to full documentation.

Motion carried: 6-0

**OLD/UNFINISHED BUSINESS:** It was moved by S. Graves, seconded by M. Hamilton to:

Adopt the following **RESOLUTION**:

**RESOLVED**, that the Board of Education accept the terms and conditions of a Revised Employment [Agreement](#) with **Shannon Pitcher-Boyea**, effective January 3, 2023 - June 30, 2026, regarding the 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.

Motion carried: 6-0

**NEW BUSINESS:**

It was moved by M. Hamilton, seconded by L. Morgan to confirm governing team attendance at the CEWW School Boards Association [meeting](#), to be held February 2, 2023 in Plattsburgh. At this time, it is anticipated that B. Berry, E. Webbinaro and S. Storms will attend.

Motion carried: 6-0

It was moved by S. Graves, seconded by S. Peters to confirm governing team attendance at the NYSSBA Area 6 Legislative [meeting](#), to be held February 3, 2023 in Lake Placid. At this time, it is anticipated that S. Storms will attend.

Motion carried: 6-0

It was moved by E. Webbinaro, seconded by L. Morgan to adopt the following **RESOLUTION**: **RESOLVED**, that the Board of Education accept the terms and conditions of a [Memorandum](#) of Understanding ([MOU](#)) with Clinton Community College (CCC), regarding certified first responder training; authorize the Superintendent of Schools to execute such [MOU](#) and take all actions necessary on behalf of the Employer in effectuating the terms of the MOU.

Motion carried: 6-0

It was moved by S. Peters, seconded by L. Morgan to establish a Girls' [Flag Football](#) team and create a Flag Football Coach, at an Appendix B compensation rate of 0.495.

Motion carried: 6-0

**PUBLIC COMMENT:** No comments were presented to the Board.

**ADJOURN:** At 8:14 p.m., it was moved by S. Peters, seconded by S. Graves to adjourn the meeting.

Motion carried: 6-0

Respectfully,

Sherri Provost  
District Clerk