

Peru Central School District
 17 School Street, Peru, NY 12972
 Jr/Sr High School Cafeteria
 6:00 PM Anticipated 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 6:03 p.m., it was moved by S. Thurber, seconded by S. Mitchell to call the meeting to order.
 Motion carried: 7-0

EXECUTIVE SESSION: At 6:03 p.m., it was moved by S. Thurber, seconded by R. LaFountain to convene in Executive Session to discuss the continued employment of particular employees and collective negotiations of three bargaining units.
 Motion carried: 7-0

RECONVENE: At 7:13 p.m., it was moved by C. Mills, seconded by S. Mitchell 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 C. Mills, seconded by L. Morgan to approve the agenda with the following revisions:

15. CONSENT AGENDA - PERSONNEL.

REVISE

J. Set the additional period/hourly rate at twenty percent (20%) of appropriate daily substitute rate, for additional work beyond a substitute teaching assistant’s and substitute nurse’s standard daily assignment, exclusive of PM School. This rate is effective December 12, 2018 and is prorated as necessary for time worked.

REMOVE

K. Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Sharon Hewston	School Monitor	District	November 9, 2018		X	

REVISE

L. Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Carolyn Gallo	Academic Study Skills	Secondary	2018-2019 school year	20% of appropriate daily substitute rate	Contingent upon approval of item #15J on tonight’s agenda

15.5 OLD BUSINESS.**ADD**

A. Set the additional period/hourly rate at twenty percent (20%) of appropriate daily substitute teacher rate, for additional work beyond a substitute and/or part-time instructional staff employee's standard daily assignment, exclusive of PM School. This rate is effective December 12, 2018 and is prorated as necessary for time worked. This is a revision of the October 9, 2018 board meeting action.

Motion carried: 7-0

CONSIDER APPROVAL OF THE MINUTES: It was moved by C. Mills, seconded by R. LaFountain to approve the minutes of the November 13, 2018 Regular Meeting, as written and/or corrected.

Motion carried: 7-0

RECOGNITION: The Board:

Recognized Casella Waste Systems for their recent donation towards the Peru Elementary Backpack Program. Their support and generosity is greatly appreciated.

PUBLIC COMMENT: No comments were presented.

SUPERINTENDENT'S REPORT: Topics included annual audit.

ADMINISTRATOR REPORTS: The Board:

Received the following reports and communications:

Report	From	Comments
a. <u>Program Update</u>	Positive School Environment Teams (PSET)	2018-2019.

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 L. Morgan, seconded by S. Thurber to: Accept the following reports and communications:

Report	From	Comments
a. <u>Recommendations</u>	Committee on Preschool Special Education	November 2018.
b. <u>Monthly Summary Report</u>	Committee on Special Education	November 2018.
c. <u>Board Meeting Minutes</u>	Champlain Valley Educational Services (CVES)	October 10, 2018 Regular Meeting.
d. <u>Student Activities</u>	Chief Faculty Advisor	November 2018.
e. Treasurer Reports	Treasurer	<u>October 2018:</u> General Fund (A200), General Fund Money Market TD Bank (A2001), Employee Benefit Reserve (A2302), Employee Retirement Reserve (A2303), School Lunch Fund (C200), Trust and Agency Fund (TA200), Capital Fund (H200), Employees Cafeteria Plan (TA2001), Debt Service (V230). Proceeds from External Sources – November 2018. General Fund Revenue and Budget Status (ST-3 Sort) as of November 30, 2018, Capital Fund Budget Status as of November 30, 2018. <u>Quarterly Reports:</u> General Fund Actual to Budget Status Comparison dated 9/30/18, Cafeteria Trial Balance dated 9/30/18, Scholarship Trial Balance dated 9/30/18.

f. <u>Capital Project Payments</u>	Treasurer	BCA in the amounts of \$1,948.81, \$54,142.30, \$53,761.80, \$17,631.25, \$20,214.75; Dente Group in the amount of \$11,800.00.
g. <u>Recommendations for Payments</u>	BCA Architects & Engineers	Day Automation SC1-02 - \$145,840.27.
h. <u>Surplus-Generated Refund</u>	CVES	Year Ending June 30, 2018.

Motion carried: 7-0

CONSENT AGENDA – NEW BUSINESS: It was moved by L. Morgan, seconded by C. Mills 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	January 2019	Multi District-Funded Transportation	District Bus
Multiple Venues	Tournaments, Games, Scrimmages/Practices	Athletes	January 2019	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.

Accept the following donations:

Donor	Donation	Value	Purpose
Swim Booster Club	Monetary	\$940.55	Swimsuits
Casella Waste Systems, Inc.	Monetary	\$500	Backpack Program
Peru Running Club	Monetary	\$4,000	Track Uniforms

Approve change orders related to the door access system, to S & L Electric and Day Automation, in the amounts of \$6,282.00 and \$7,411.60, respectively.

Adopt the following **RESOLUTION:**

RESOLVED, that the Board of Education accept the Independent Audit Report for fiscal year 2017-2018, as reviewed by the Board’s Audit Committee.

Accept the annual audit Corrective Action Plan (CAP) as prepared by the School Business Administrator.

Approve removal of items from the fixed inventory list.

Approve budget appropriation transfers for the 2018-2019 school year for the General Fund totaling \$236,255.00, as requested by the School Business Administrator.

Authorize continued participation in an Election Services Agreement with Clinton County, related to the District’s annual budget vote and school board election.

Approve a 2019-2020 draft budget development timetable/calendar.

Motion carried: 7-0

CONSENT AGENDA – PERSONNEL: It was moved by R. LaFountain, seconded by L. Morgan to:

Create one (1) teacher aide position in the Special Education Program, for up to 10 hours per week, for the 2018-2019 school year.

Create one (1) teacher aide position in the Prekindergarten Program, for 10 hours per week, for the 2018-2019 school year.

Create one (1) 0.2 FTE English to Speakers of Other Languages (ESOL) position for the 2018-2019 school year.

Convert a 5 hours per week position from a school monitor title to a teacher aide title.

Convert a 6.25 hours per week position from a school monitor title to a teacher aide title.

Establish a sick leave bank, through CSEA, for custodial worker **Terry LaRose**, effective November 2018, corresponding to full documentation.

Establish a sick leave bank, through CSEA, for custodial worker **April Rabideau**, effective November 2018, corresponding to full documentation.

Establish a sick leave bank, through CSEA, for custodial worker **Joseph Gardner**, effective November 2018, corresponding to full documentation.

Establish the following substitute rate from December 31, 2018 - June 30, 2019:

Position	Rate
Permanent Building Substitute (PBS) Teacher	\$115/day (this is an increase from \$105/day established at the 7/2/18 meeting); in alignment with other similar increases already approved

Set the additional period/hourly rate at twenty percent (20%) of appropriate daily substitute rate, for additional work beyond a substitute teaching assistant's and substitute nurse's standard daily assignment, exclusive of PM School. This rate is effective December 12, 2018 and is prorated as necessary for time worked.

Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Christine Haughey	Substitute Teaching Assistant	District	November 20, 2018		X	
Maureen Camp	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	November 18, 2018		X	
Mary Boudreau	School Monitor	District	November 9, 2018		X	

Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Corey Russell	Custodial Worker	District	December 3, 2018	\$11.50/hr (step 1)	8 hrs/day, replacing Frenyea (resigned)
Shane Rivers	Guard	District	TBD, pending Civil Service approval	\$12.76/hr	3.5 hrs/day, newly created

Kimberly Carpenter	Carpenter, 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 November 14, 2018 and anticipated to end on November 14, 2022	\$22,537 (step 1)	Was a non-certified LTS, 8:1:1 Elementary Program assignment currently
Phoebe St. John	School Monitor, Type A	District	December 7, 2018	\$10.40/hr (NYSMW), step 1 alignment	2.75 hrs/wk, Elementary assignment currently, replacing Mowers (resigned)
Todd Pray	Broadway Musical Director	District	2018-2019 school year	0.4	Appendix B, replacing Hilchey (resigned)
Elizabeth Johnson	Substitute School Monitor	District	November 8, 2018	\$10.40/hr (NYSMW), step 1 alignment	Also a bus driver
LeeAnn Bishop	School Monitor	District	November 15, 2018	\$10.40/hr (NYSMW), step 1 alignment	Decrease in hours from 3 hrs/day to 2.75 hrs/day, due to sixth grade relocation
Sally Pelletier	Substitute School Bus Monitor, Substitute Custodial Worker	District	December 6, 2018	\$10.61/hr, \$11.35/hr	
Christopher Burdash	Athletic Study Hall	Secondary	2018-2019 school year	\$30/hr	
Carolyn Gallo	Academic Study Skills	Secondary	2018-2019 school year	20% of appropriate daily substitute rate	
Mary Beth Bracy	Bracy, who is Professionally certified in the English Language Arts 7-12 and Students With Disabilities Grades 7-12 areas, is hereby appointed to an at-will, part-time position of 0.2 FTE English to Speakers of other Languages (ESOL) Teacher. This service will not be credited toward tenure	Secondary	December 3, 2018 - June 30, 2019	\$56,917 (step 7, col 3), prorated at 20% and for time period	
Laura Begor	Begor, who is who is Professionally certified in the Childhood Education (Grades 1-6), Early Childhood Education (Birth –Grade 2), and Students with Disabilities (Birth – Grade 2 & Grades 1-6)	District	For a probationary period commencing on January 2, 2019 and anticipated to end on	\$46,687 (step 1, col 1), prorated	8:1:1 Program assignment currently, replacing Seller (resigned)

	areas, 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		January 2, 2023		
Jonathan Malcolm, John Petro, Jeffrey St. Denis	Intramurals Advisor	Athletics	2018-2019 sports seasons	0.2 each	Basketball, Appendix B
Mary Boudreau	Teacher Aide, Type C	District	November 9, 2018	\$16.35/hr (step 16) + longevity	Increase in hours from 6.5 hrs/day to 7 hrs/day (Hewston resignation + position title conversion)
Sharon Hewston	Teacher Aide, Type C	District	November 9, 2018	\$15.89/hr (step 15) + longevity	Increase in hours from 7 hrs/day to 7.75 hrs/day (Boudreau resignation + position title conversion)
Fontilla Richardson	Teacher Aide, Type C	District	November 9, 2018	\$12.00/hr (step 3)	Increase in hours from 7 hrs/day to 8 hrs/day (Henry resignation + position title conversion)

Motion carried: 7-0

OLD BUSINESS: It was moved by C. Mills, seconded by L. Morgan to:

Set the additional period/hourly rate at twenty percent (20%) of appropriate daily substitute teacher rate, for additional work beyond a substitute and/or part-time instructional staff employee's standard daily assignment, exclusive of PM School. This rate is effective December 12, 2018 and is prorated as necessary for time worked. This is a revision of the October 9, 2018 board meeting action.

Motion carried: 7-0

NEW BUSINESS:

It was moved by C. Mills, seconded by L. Morgan to discuss and determine action related to a facilities use request for a December 14, 2018 PTO spaghetti dinner fundraiser. The Board approved waiving applicable food service and custodial fees, with the stipulation that the PTO assists and coordinates use and cleanup with the School Food Service Director and the Director of Facilities.

Motion carried: 7-0

It was moved by C. Mills, seconded by S. Thurber to discuss and determine action related to a facilities use request for a January - May 2019 Clinton Community College class. The Board approved waiving all applicable fees.

Motion carried: 7-0

It was moved by C. Mills, seconded by L. Morgan to establish Board attendance at the January 10, 2019 School Boards Association meeting, to be held at West Side Ballroom in Plattsburgh. It is anticipated that B. Berry, S. Mitchell, S. Peters and T. Palmer will attend.

Motion carried: 7-0

It was moved by S. Thurber, seconded by L. Morgan to approve the Chromebook Contract, with a revised title of Chromebook Guidelines and removal of the signature requirements at the end of the document.

Motion carried: 7-0

PUBLIC COMMENT: No comments were presented.

ADJOURN: At 8:23 p.m., it was moved by S. Thurber, seconded by L. Morgan to adjourn.

Motion carried: 7-0

Respectfully,



Sherri Provost
District Clerk