

Peru Central School District
17 School Street, Peru, NY 12972
Jr/Sr High School Community Room
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 - absent
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 7:02 p.m., the meeting was called to order by B. Berry.

Motion carried: 6-0

PLEDGE OF ALLEGIANCE: The Pledge was recited.

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

ADD

13. CONSENT AGENDA - PERSONNEL.

AA. Approve the following rates of pay for the 2018-2019 school year for PM School:

Teaching Assistant (currently holding a New York State certificate for employment in the State’s public schools)	\$19.26/hr
Teaching Assistant (NOT currently holding a New York State certificate for employment in the State’s public schools)	\$14/hr

REVISE

13. CONSENT AGENDA - PERSONNEL.

I. Approve PM School appointments for the 2018-2019 school year as follows:

Carolyn Gallo	Teaching Assistant	\$19.26/hr, 12 hrs/wk combined total among appointees
---------------	--------------------	---

Motion carried: 6-0

CONSIDER APPROVAL OF THE MINUTES: It was moved by S. Mitchell, seconded by S. Thurber to approve the minutes of the September 11, 2018 Regular and September 25, 2018 Special Meetings, as written and/or corrected, including revisions to J. Cookingham, P. Highers and J. Pelkey.

Motion carried: 6-0

RECOGNITION: The Board:

Recognized Coach Mike Hogan for his dedication to the Peru wrestling program. Mike’s coaching service at Peru dates back to 1998. On September 23, 2018, the National Wrestling Hall of Fame of the Upstate NYS Chapter inducted Mike into the National Wrestling Hall of Fame and presented him with a Lifetime Service Award. Congratulations Mike!

Commended the entire district for their participation and cooperation in executing the October 4th evacuation drill.

The Superintendent of School acknowledged Board of Education members for their dedication to children, learning, and community, and their devotion of many hours of service to elementary and secondary public education as they continually strive for improvement, excellence, and progress in education. Our Board leaders respond to the educational needs of our community and, in doing so, help strengthen New York State's educational system and improve future prospects for our children. This year, Governor Cuomo proclaimed October 22 – October 26, 2018 as School Board Recognition Week.

PUBLIC COMMENT: The Board did not receive any comments at this time.

SUPERINTENDENT'S REPORT: Topics included October 4th evacuation drill, December 11th CVES Capital Project Vote, District website, and graduation sites.

ADMINISTRATOR REPORTS: The Board:
Received the following reports and communications:

Report	From	Comments
a. <u>Second Steps</u>	Counselors	PreK-8 New Regulations
b. <u>3-8 NYS Testing</u>	3-5 Elementary & Middle School Principals, Director of Curriculum & Instruction (C&I)	ELA & Math
c. <u>Professional Development (PD)</u>	Director of C&I	Overview

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 C. Mazzella, seconded by S. Peters to:
Accept the following reports and communications:

Report	From	Comments
a. <u>Recommendations</u>	Committee on Preschool Special Education	September 2018.
b. <u>Monthly Summary Report</u>	Committee on Special Education	September 2018.
c. <u>Board Meeting Minutes</u>	Champlain Valley Educational Services (CVES)	August 22, 2018 Regular Meeting.
d. <u>NYSIR News</u>	NY Schools Insurance Reciprocal (NYSIR)	September 2018.
e. <u>NYSIR Legal Digest</u>	NYSIR	Autumn 2018.
f. <u>BOCES Aid</u>	CVES	Final Installment for 2016-2017.
g. <u>Student Activities</u>	Chief Faculty Advisor	<u>July, August & September 2018</u> .
h. <u>Payment in Lieu of Tax Agreement</u>	Hodgson Russ LLP	County of Clinton Industrial Development Agency and The Development Corporation Clinton County, NY.
i. <u>Intent to Fill Vacancy</u>	CVES	Appointment of Two Board Members.
	Treasurer	<u>August 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 (V200). <u>General Fund Revenue and Budget Status (ST-3 Sort) as of September 30, 2018, Capital Fund Budget Status as of September 30, 2018</u> <u>July 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 (V200). <u>Quarterly Reports:</u> Cafeteria Trial Balance dated 6/30/18, Scholarship Trial Balance dated 6/30/18, General Fund Actual to Budget Status Comparison dated 6/30/18.
j. <u>Capital Project Payments</u>	Treasurer	Bolton Land Surveying, PC - \$25,000.00; BC&A - \$7,786.21, \$1,226.96, \$3,147.59, \$5,774.37, \$5,909.51, \$9,155.53, \$14,157.34, \$14,315.64, \$3,110.45, \$2,104.80.
k. <u>Recommendations for Payments</u>	BCA Architects & Engineers	Brannon Construction Co 1-01 - \$115,053.55, K & L Plumbing 1-03 - \$37,767.26.
l. <u>Auditor's Quarterly Report</u>	Internal Claims Auditor	Report as of September 30, 2018.

Motion carried: 6-0

CONSENT AGENDA – NEW BUSINESS: It was moved by C. Mills, seconded by R. LaFountain 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	November 2018	Multi District-Funded Transportation	District Bus
Multiple Venues	Tournaments, Games, Scrimmages/Practices	Athletes	November 2018	District-Funded and/or Booster Club Admission and Transportation	District Bus and/or Parent/Guardian Vehicle
Montreal, Qu	Curriculum/Application	Approximately 50 High School LOTE & Art Students	November 13, 2018	District-Funded Transportation	District Bus
Proctors Schenectady, NY	Club Activity	Approximately 40 Middle/High School Students	October 13, 2018	District & Club-Funded Admission & Transportation, Donations/Fundraising	District Bus
Proctors, Schenectady, NY	Club Activity	Approximately 18 Middle/High School Students	June 15, 2019	Club-Funded Admission & Transportation, Donations/Fundraising	District Bus
Rochester Convention Center, Rochester, NY	2018 NYSSMA Winter Conference	1 Music Student	November 29 - December 2, 2018	District-Funded Conference Registration Fees and Transportation, Music Boosters	Personal Vehicle
Sheraton Boston, John B Hynes Veterans Memorial	Sixty-Sixth Session of Harvard Model United Nations (HMUN), 2019	Approximately 11 HMUN Students	January 23 - 27, 2019	District-Funded Conference Fees, Transportation and Lodging (not to exceed \$3,000)	District Bus

Convention Center, and Marriott Copley Place, Boston, MA				and bus costs shared with Beekmantown CSD), Donations/Fundraising	
Crane School of Music/Hosmer Concert Hall, SUNY Potsdam, Potsdam, NY	NYSSMA Area All-State	Approximately 8 Students	November 16 - 17, 2018	District-Funded Participation Fees & Transportation	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.*

Accept the following donation:

Donor	Donation	Value	Purpose
<u>9-12 Student Council</u>	Monetary	\$500	Student Assembly

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 Behavior Analyst; 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.

Adopt the following **RESOLUTION**:

RESOLVED, that the Board of Education accept the award from the NYS Department of Education's ESSA Title I Part A, Title II Part A, and Title IV Part A grants, in the amounts of \$371,037, \$72,335 and \$28,568, respectively; approve the use of the funds to make purchases as indicated; and authorize the Superintendent of Schools and the School Board President to execute all documents necessary to effectuate this resolution.

Approve the 2018-19 Application(s) for Corrected Tax Roll as recommended by the Clinton County Director of Real Property:

Owner	Parcel ID	Reason	Impact
Roy & Anita Dubuque	# 232-2-29	Clerical Error	\$1,676.53
Jean Blaine Life Estate	#258-1-8.3	Clerical Error	\$2,055.14
Elmer Gonzales	#255-4-23	Clerical Error	\$296.21
Delaware & Hudson Corp	#246-1-8	Clerical Error	\$108,609.55

Approve the change order(s) related to the SMART Schools Project for Day Automation, in the amount of \$17,172.61 for access upgrades at various exterior doors.

Approve continuation of an agreement with North Country Kids, Inc., for the 2018-2019 school year, for services for preschool special education.

Approve an agreement with Plattsburgh City School District, for the 2018-2019 school year, to provide direct consultant services for a student.

Approve an agreement with Children's Development Group, for the 2018-2019 school year, to provide services for preschool special education.

Approve continuation of an agreement with Adirondack Helping Hands, for the 2018-2019 school year, for services for preschool special education.

Approve removal of items from the fixed inventory list.

Motion carried: 6-0

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

Approve the following rates of pay for the 2018-2019 school year for PM School:

Position	Compensation
Teaching Assistant (currently holding a New York State certificate for employment in the State's public schools)	\$19.26/hr
Teaching Assistant (NOT currently holding a New York State certificate for employment in the State's public schools)	\$14/hr

Create one (1) 30 hrs/wk Elementary teacher aide position, effective for the 2018-2019 school year, to address student needs.

Approve a leave of absence without pay for **Kelly Guynup**, from her teacher position, effective April 12, 2019.

Approve a leave of absence without pay for **Jocelyn Hart**, from her nurse position, effective for anticipated dates of October 8 - December 2018.

Approve a leave of absence without pay for **Cindy Longtin**, from her bus monitor and food service helper positions, effective December 10 - 14, 2018.

Approve a leave of absence without pay for **Jay Harney**, from his bus driver position, effective March 25 - April 1, 2019.

Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Lori Baker	Bus Monitor & Food Service Helper	District	July 24, 2018		X	
Niles Burl	Guard	District	September 4, 2018			X
Jared Lucas	Substitute Custodial Worker	District	October 2018		X	
Greg Badger	Special Areas Coordinator	District	2018-2019 school year		X	
Erika Converse	Grade Level Coordinator - 4th Grade	Elementary	2018-2019 school year		X	
Kasey Snow	Asst. Varsity Cross Country Coach/Supervisor	Athletics	September 14, 2018		X	
Sunil Attri	Bus Driver	District	September 2018		X	
April LaFave	Substitute School Monitor, Substitute Teacher Aide	District	September 4, 2018			X
Patricia Henry	School Monitor	District	September 17, 2018		X	

Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Teresa Hart	School Bus Monitor	District	September 1, 2018	\$11.32/hr (step 4)	Decrease in hours from 4/hrs day to 3.25 hrs/day
JoAnn Kaska	Part-Time Registered Nurse (RN)	District	October 1, 2018	\$46,687, prorated	2 hrs/day, Seton assignment currently
Kristina Fordham	Grade Level Coordinator, 4th Grade	Elementary	2018-2019 school year	\$3,121.20	Replacing Converse (resigned)
Michael Wells	Bus Driver	District	September 1, 2018	\$37,619	Decrease from 5-runs to 4-runs
Kelly Bell, Melissa Bola, Jessica Davis, Lisa Garrand, Shawn Summitt, Cassie Warner	School Monitor	District	September 4, 2018	Employee's current hourly rate	Decrease in hours from 3 hrs/day to 2.75 hrs/day, due to sixth grade relocation
Lisa Garrand	School Monitor	District	September 4, 2018	\$10.40/hr	Increase from 2.75 hrs/day to 3.75 hrs/day, replacing Shick (transferred), due to sixth grade relocation
Jacqueline White	Substitute Food Service Helper	District	September 5, 2018	\$10.61/hr	
Adam Bruno	Custodial Worker	District	September 10, 2018	\$11.50/hr (step 1)	8 hrs/day, replacing Cookingham (resigned)
Annette Miller	Substitute Custodial Worker	District	September 24, 2018	\$11.50/hr (step 1)	Also an aide & bus monitor
LeeAnn Bishop	Substitute Bus Driver	District	September 12, 2018	\$15.35/hr for training/testing, 70% of appointed bus driver per run rate for run(s)	
Chris Ann Sartwell	Substitute Custodial Worker	District	September 24, 2018	\$11.35/hr	
Meghan Taptick	Taptick, who is Permanently certified in the School Counselor area, is hereby appointed to the position of 0.4 FTE School Counselor, in the School Counseling and Guidance tenure area	District	Reinstate to full-time effective July 1, 2018 and continue the probationary period that commenced on September 1, 2016 and is anticipated to end on September 1, 2020.	\$56,917 (step 7, col 3), prorated @ 40%	Increase from 0.6 FTE to 1.0 FTE, indirect P-TECH funding

Micaela O'Neil	Teacher Aide, Type B	District	October 9, 2018	\$11.71/hr (step 1)	32.5 hrs/wk, Secondary assignment currently, newly created
Michelle Duprey	School Monitor	District	September 4, 2018	\$12.03/hr (step 12)	Increase from 3.5 hrs/day to 3.75 hrs/day, due to program expansion
Phyllis Clausen	School Monitor	District	September 4, 2018	\$10.46/hr (step 7)	Increase from 3 hrs/day to 3.25 hrs/day, due to program expansion
Sarah Agnew, Teresa Hart, Ashley Kostyk, Chuck Mowers, Loretta Tourville	School Monitor	District	September 4, 2018	Employee's current hourly rate	Increase from 2.5 hrs/day to 2.75 hrs/day, due to program expansion
Jessica Favaro	Account Clerk/Typist	District	October 9, 2018	\$27,126 (step 4)	12-month, 37.5 hrs/wk
Dean Lamica	Substitute Bus Driver	District	September 4, 2018	\$15.35/hr for training/testing, 70% of appointed bus driver per run rate for run(s)	
Teresa Hart	Substitute Teacher Aide	District	September 4, 2018	\$11.71/hr (step 1)	Also a school & bus monitor
Amy LaGrave	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	September 28, 2018	\$80/day, \$67.60/day	
Erica Licourt	Substitute Custodial Worker	Secondary	September 24, 2018	\$11.35/hr	
Paula DeLaurentiis	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	September 5, 2018	\$80/day, \$67.60/day	
Geneva Barnaby	Barnaby, who is Permanently certified in the Spanish 7-12 area, is hereby appointed to the non-probationary position of Long Term Substitute (LTS) 0.2 FTE English as a Second Language (ESL/ESOL) Teacher. This service will not be credited toward tenure.	District	October 1, 2018 - a date not to exceed June 30, 2019, pending waiver(s) and/or certification	\$51,467 (step 4, col 2), prorated @ 20%	
Amber Arnold	Arnold, who is Initially certified in the Early Childhood Education (Birth - Grade 2) and Students With Disabilities (Grades 1-6) areas, is hereby appointed to the	District	September 20, 2018 - a date not to exceed June 30, 2019, pending waiver(s)	\$52,457 (step 3, col 3), prorated @ 60%	

	non-probationary position of Long Term Substitute (LTS) 0.6 FTE English as a Second Language (ESL/ESOL) Teacher. This service will not be credited toward tenure.		and/or certification		
Regan Finlaw	Long Term Substitute (LTS) Part-Time Registered Nurse (RN)	District	October 9 - December 2018, or upon return of individual on leave, whichever is sooner	\$46,687, prorated	Replacing Hart (on leave), Elementary 12:1:3:1 Program assignment currently, 32.5 hrs/wk
Judy Menard	Special Areas Co-Coordinator	District	2018-2019 school year	\$2,653.02, divided equally among appointees	Replacing Badger (resigned)

Approve Appendix B appointments for the 2018-2019 school year as follows:

Employee	Position	Compensation	Employee	Position	Compensation
Emily Allen	Elementary Orchestra Director	0.3	William Pafford	Jr. Varsity Boys' Basketball	0.69
John Mitchell	Multi-Media Club Advisor	0.4	Chris Burdash	Modified A Boys' Basketball	0.495
Greg Badger	Freshman Class Advisor	0.33	Eric Dubay	Varsity Girls' Basketball	1.1
Joseph Mazzella	Varsity Boys' Basketball	1.1	Keely Dew	Unified Basketball Coach	0.495
Meghan Lawliss	Asst. Varsity Girls' Basketball	0.35	James Testo	Modified Boys' Soccer	0.35
Diana Bartholomew	Jr. Varsity Girls' Basketball	0.69	Michelle Besaw	Football Cheerleading	0.3
Keely Dew	Modified A Girls' Basketball	0.495			

Approve PM School appointments for the 2018-2019 school year as follows:

Employee	Position	Compensation
Catherine Butts, John Clemons, Ann Mazzella, Kathleen Roach	Teacher	Base pay/200/7.5
Jeanne Caron, Beth Lozier, Melissa Wright	Consultant/Teacher	Base pay/200/7.5
Carolyn Gallo	Teaching Assistant	\$19.26/hr, 12 hrs/wk combined total among appointees

Michele Polhemus	Teaching Assistant	\$28.27/hr, 12 hrs/wk combined total among appointees
Matthew Armstrong, Matthew Downs	Substitute Teacher	Base pay/200/7.5
Joha Battin, Amy Campbell, Chris Mazzella, Michelle Rawson, Matthew Slattery, Irene Stephney, Scott Storms	Administrator	\$25/hr

Set the additional period rate at twenty percent (20%) of appropriate daily substitute teacher, for additional work beyond a substitute and/or part-time instructional staff employee's standard daily assignment, effective September 5, 2018.

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.

Motion carried: 6-0

OLD BUSINESS: It was moved by C. Mills, seconded by S. Mitchell to:

Revise **Audrey Crucetti's** appointment at the July 2, 2018 Regular Meeting to reflect a position of Full-Time Behavior Analyst (change from 1.0 FTE Board-Certified Behavior Analyst (BCBA), to align with Clinton County Civil Service.

Motion carried: 6-0

NEW BUSINESS:

It was moved by C. Mills, seconded by S. Thurber to establish Board attendance at the November 15, 2018 School Boards Association meeting, to be held at West Side Ballroom in Plattsburgh. It is anticipated that B. Berry, S. Mitchell, S. Thurber and S. Peters will attend.

Motion carried: 6-0

It was moved by S. Mitchell, seconded by C. Mills to establish Board of Education subcommittees due to recent member changes.

Motion carried: 6-0

It was moved by S. Peters, seconded by C. Mills to provide a First Reading and Adopt Revised Policy #0110, Sexual Harassment.

Motion carried: 6-0

It was moved by C. Mills, seconded by S. Peters to adopt the revised Jr/Sr High School Building-Level Emergency Response Plan (BLERP)/Safety Plan.

Motion carried: 6-0

It was moved by R. LaFountain, seconded by C. Mills to adopt the revised Elementary School Building-Level Emergency Response Plan (BLERP)/Safety Plan.

Motion carried: 6-0

Both Emergency Response/Safety Plans listed directly above were adopted with Board requested and consistent updates related to corridor coverage, chain of command, table of contents and date references.

PUBLIC COMMENT: The Board received a comment on the topic of graduation sites.

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

Motion carried: 6-0

Respectfully,

A handwritten signature in cursive script that reads "Sherri Provost".

Sherri Provost
District Clerk