

Peru Central School District
High School Community Room
6:00 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 6:05 p.m., the meeting was called to order by B. Berry.

Action

EXECUTIVE SESSION: At 6:06 p.m., it was moved by C. Mills, seconded by S. Peters to discuss current litigation, collective negotiations, and matters leading to the discipline of particular persons.

Action

RECONVENE: At 7:13 p.m., it was moved by R. LaFountain, seconded by S. Mitchell to convene in Regular Session.

Action

PLEDGE OF ALLEGIANCE: The Pledge was recited.

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

15. CONSENT AGENDA - PERSONNEL.

ADD

J. Approve disciplinary charges in accordance with Section 75 of the Civil Service Law against an employee of the District.

K. Appoint Al Riccio as Hearing Officer to consider the charges and evidence, and make factual finding recommendations regarding penalty to the Board of Education.

L. Accept the terms and conditions of a negotiated Settlement Agreement with a certain employee of the Employer on the recommendation of the Peru Central School District's 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.

Action

CONSIDER APPROVAL OF THE MINUTES: It was moved by S. Peters, seconded by R. LaFountain to approve the Minutes of the October 15, 2019 [Regular](#) and October 30, 2019 [Special](#) Meetings.

Motion carried: 7-0

PUBLIC COMMENT: The Board received comments regarding a few teachers.

RECOGNITION: The Board:

Recognized Bailey Motors, Bonnie Berry, Carrie Pierson, and Cheryl Vanderpool, for their donations to the Breast Cancer Awareness (BCA) event created by Boys' Soccer Coaches Matt Armstrong and Chris Burdash, and supported by all of the Peru Boys' Soccer Program. The donations allowed for the boys to get pink uniforms, which will be reused annually to keep this event a success. This event was also a fundraiser by the team. The Program was able to raise \$500, split evenly between Treasure Chests breast cancer support group of CVPH and the Cancer Patient Support Foundation of FitzPatrick Cancer Center.

Recognized faculty, staff and students, including the music and technology departments, for their assistance in expressing appreciation for our local military veterans at our November 13th Veterans' Recognition Celebration. Special thanks were also extended to Dunkin', McDonald's and Rulfs Orchard for their generous donations.

SUPERINTENDENT'S REPORT: Topics included a lacrosse program, the next step and the 18-19 Independent [Audit](#). It was moved by C. Mills, seconded by L. Morgan to discuss and determine action related to a modified lacrosse program (move from New Business). The Board requested additional information and further discussion at their next regular monthly meeting.

ADMINISTRATOR REPORTS: The Board:

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

Report/Communication	From	Comments
a. Sports Review	Athletic Coordinator	Fall 2019 Season.
b. Pilot Program	Middle School Principal	Advisory.

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

a. Recommendations	Committee on Preschool Special Education	October 2019.
b. Monthly Summary Report	Committee on Special Education	October 2019.
c. Treasurer's Report	Treasurer	<u>September 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), Employees Cafeteria Plan (TA2001), Debt Service (V230). Proceeds from External Sources – October 2019 General Fund Revenue and Budget Status (ST-3 Sort) as of October 31, 2019, Capital Fund Budget Status as of October 31, 2019. Quarterly Reports: Grant Expenditure as of 9/30/19, General Fund Budget Status Detail – 10/31/19.
d. Student Activity Report	Chief Faculty Advisor	September 2019.
e. Board Meeting Minutes	Champlain Valley Educational Services (CVES)	September 11, 2019 Regular Meeting.
f. Recommendations for Payments	BCA Architects & Engineers	Atlantic Testing Labs - \$12,220.00, Atlantic Testing Labs - \$5,012.38, Atlantic Testing Labs - \$2,821.00, Atlantic Testing Labs - \$2,821.00, Atlantic Testing Labs - \$6,337.00, Luck Brothers Inc 5-03 - \$1,018,571.81, Musco Sports Lighting - \$184,332.00, Day Automation Systems SC1-04 - \$27,718.10, Day Automation Systems SC1-05 - \$7,396.62, Day Automation

		Systems SC1-06 - \$19,530.34, Zones, Inc SC2-02 - \$14,395.99.
g. Capital Project Payments	Treasurer	Bernard P. Donegan, Inc - \$2,294.00, Bernard P. Donegan, Inc. - \$6,049.13.
h. Health & Medical Report	Health/Medical Administrator	October 2019.
i. NYSIR Legal Digest	NY Schools Insurance Reciprocal (NYSIR)	Autumn 2019.

Motion carried: 7-0

CONSENT AGENDA – NEW BUSINESS: It was moved by C. Mills, seconded by S. Mitchell 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	December 2019	Multi District-Funded Transportation	District Bus
Multiple Venues	Tournaments, Games, Scrimmages/Practices	Athletes	December 2019	District-Funded and/or Booster Club Admission and Transportation	District Bus and/or Parent/Guardian Vehicle
Indian River High School, Philadelphia, NY	Zone 5 Area All-State Music Festival	Approximately 12 Students	November 23, 2019	District-Funded Participation and Transportation Fees	District Bus
Franklin Academy, Malone, NY	Zone 6 Area All State Music Festival	Approximately 16 Students	November 23, 2019	District-Funded Participation and Transportation Fees	District Bus
Proctors Theatre, Schenectady, NY	Disney’s Frozen Musical	Approximately 30 Students	November 16, 2019	Individual and Club-Funded Participation and Transportation Fees	District Bus
Boston Sheraton Hotel and the Boston Marriott Copley Hotels, Boston, MA	Sixty-Seventh Session of Harvard Model United Nations	Approximately 16 Students	January 29 - February 2, 2020	Club, Fundraising, Donation and District-Funded Participation and Transportation Fees	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
HMUN Club	Monetary	\$751	HMUN Boston trip

Adopt the following five (5) **RESOLUTIONS:**

RESOLVED, that the Board of Education accepts the [award](#) of ESSA Title I, Part A grant funds from the New York State Department of Education in the amount of \$350,464; approve the use of the funds to support Title I objectives as described; and authorize the Superintendent and the Board President to execute all documents necessary to effectuate this resolution.

RESOLVED, that the Board of Education accepts the [award](#) of ESSA Title II, Part A grant funds from the New York State Department of Education in the amount of \$61,423; approve the use of the funds to support Title II, Part A objectives as described; and authorize the Superintendent and the Board President to execute all documents necessary to effectuate this resolution.

RESOLVED, that the Board of Education accepts the [award](#) of ESSA Title IV, Part A grant funds from the New York State Department of Education in the amount of \$27,570; approve the use of the funds to support Title IV objectives as described; and authorize the Superintendent and the Board President to execute all documents necessary to effectuate this resolution.

RESOLVED, that the Board of Education accepts the [award](#) of IDEA, Section 619 grant funds from the New York State Department of Education in the amount of \$14,712; approve the use of the funds to make purchases as indicated; and authorize the Superintendent and the Board President to execute all documents necessary to effectuate this resolution.

RESOLVED, that the Board of Education accepts the [award](#) of IDEA, Section 611 grant funds from the New York State Department of Education in the amount of \$530,617; approve the use of the funds to make purchases as indicated; and authorize the Superintendent and the Board President to execute all documents necessary to effectuate this resolution.

Adopt the following **RESOLUTION**:

RESOLVED, that the Board of Education accept the Independent [Audit Report](#) for fiscal year 2018-2019, as reviewed by the Board's Audit Committee.

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

Accept tax [collectors' reports](#) and forward unpaid taxes to the County for collection for the school year 2019-2020.
Motion carried: 7-0

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

Approve qualified lead evaluator certification, for the 2019-2020 school year, for Dr. Thomas Palmer, Joha Battin, Matthew Berry, Amy Campbell, Christopher Mazzella, Shannon Rabideau, Michelle Rawson, Mary Sexton, Matthew Slattery, Scott Storms, and Irene Stephney.

Create a full-time [Teaching Assistant position](#) in the Secondary Program currently, for the 2019-2020 school year.

Authorize a paid/unpaid [leave of absence](#), as accumulated leave balances allow, for teacher aide **Geraldine Fliss**, effective December 17, 2019 - January 10, 2020.

Authorize a leave of absence without pay, for Permanent Building Substitute Teacher **Maddison Flynn**, for the purpose of filling a long term substitute Elementary Teacher position during the 2019-2020 school year.

Authorize a sick leave bank for **Patricia Henry** effective October - December 2019.

Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Lena Harriman	School Monitor	District	September 2, 2019		X	

Cindy Hemingway	Food Service Helper (FSH)	District	October 1, 2020	X (will remain a Sub FSH)		
Diana Aubin	Cook Manager (CM)	District	September 14, 2020	X (will remain a Sub CM + Sub FSH)		
Jessica Collins	School Monitor; Bus Monitor	District	October 11, 2019; October 15, 2019		X (will remain a Sub School Monitor)	
Jaelie Landaverde-Cobb	School Monitor	District	October 14, 2019		X	
Nicole Saccomanno	Special Education Teacher	District	December 12, 2019		X	

Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Olivia Myers	Substitute Teacher Aide	District	October 15, 2019	\$11.32/hr	
Andrea Archer	School Monitor, Type A	District	October 15, 2019	\$11.80/hr (step 1)	2.75 hrs/day, Elementary assignment currently, replacing Harriman (resigned)
Mary Beth Bracy	Full-Time (1.0 FTE) English Teacher	Secondary	July 1, 2019	\$58,137 (step 8, col 3)	Increase from 0.8 FTE, due to retirement/enhancement, tenured 4/17/18
Nichole LaPlante	Substitute School Monitor	District	October 22, 2019	\$11.32/hr	
Nichole LaPlante	School Monitor, Type A	District	October 23, 2019	\$11.80/hr (step 1)	2.75 hrs/day, Elementary assignment currently, replacing Collins (resigned)
Emily Spring	Substitute School Monitor	District	November 13, 2019	\$11.32/hr	
Nathan Arseneault	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	October 11, 2019	\$100/day, \$85/day	
Beth-Ann Lozier	Public Announcer and/or Timer/Scoreboard or Clock Operator/Scorekeeper and/or Ticket Taker and/or Site Coordinator for Athletics Program	Athletics	August 30, 2019	Based on assignment, in correlation with the Athletics Program Support Staff Salary Chart	

Karen Turner	Turner, who is Permanently certified in the Special Education area, is hereby appointed to the temporary, non-probationary position of 1.0 FTE Special Education Teacher. This service will not be credited toward tenure.	District	August 28 - November 22, 2019	\$242.19/day (step 1, col 2)	Elementary assignment currently, newly created, as per Agreement
Lance Falcon	Bus Driver, Type A	District	October 16, 2019	\$42,134	Decrease from 36 hrs/wk to 30 hrs/wk (4-run)
David McQueen	Bus Driver, Type B	District	October 28, 2019	\$50,560	Increase from 30 hrs/wk to 36 hrs/wk, (4-run + pm), (replacing Falcon)
Bonita St. Dennis	Substitute School Bus Monitor	District	September 3, 2019	\$11.32/hr	
Lisabeth Guay, Cindi LaFountain, Amanda Smith	Academic Homework Lab	Elementary	2019-2020 school year	\$30/hr	
Amanda Brown	Academic Homework Lab Substitute	Elementary	2019-2020 school year	\$30/hr	
Alexa Almaguer	Substitute School Monitor, Substitute Teacher Aide	District	October 21, 2019	\$11.32/hr	
Nicole Rascoe	Rascoe, 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 12, 2019 and anticipated to end on November 12, 2023	\$22,537 (step 1)	Elementary assignment currently, replacing Rocque (transferred)
Darcy Ashline	Food Service Helper, Type A	District	November 4, 2019	\$11.80/hr (step 1)	5 hrs/wk, replacing White (resigned)
Maddison Flynn	Flynn, who is not currently certified in any areas, is hereby appointed to the non-probationary position of Long Term Substitute (LTS) 1.0 FTE Special Education Teacher. This service will not be credited toward tenure.	Elementary	September 17, 2019 - a date not to exceed June 30, 2020	\$233.44/day (step 1, col 1)	Pending Feinerman Agreement, contingent upon completion of 30 days in the same assignment

Approve Appendix B appointments for the 2019-2020 school year as follows:

Employee	Position	Compensation
Megan Yonteff	Applecrate	0.625

Bruce Beauharnois	Harvard and North Country Model U.N. Co-Advisor	0.25
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Approve PM School appointments for the 2019-2020 school year as follows:

Employee	Position	Compensation
Michele Polhemus	Teaching Assistant	\$28.27/hr (increase from \$19.26/hr)

Motion carried: 7-0

It was moved by S. Thurber, seconded by S. Mitchell to approve disciplinary charges in accordance with Section 75 of the Civil Service Law against an employee of the District.

It was moved by S. Thurber, seconded by R. LaFountain to appoint Al Riccio as Hearing Officer to consider the charges and evidence, and make factual finding recommendations regarding penalty to the Board of Education.

It was moved by C. Mills, seconded by L. Morgan to accept the terms and conditions of a negotiated Settlement Agreement with a certain employee of the Employer on the recommendation of the Peru Central School District's 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.

OLD/UNFINISHED BUSINESS: It was moved by C. Mills, seconded by R. LaFountain to:

Adopt a newly Revised academic [calendar](#) for the 2019-2020 school year.

Motion carried: 7-0

Motion carried: 7-0

PUBLIC COMMENT: The Board received [comments](#) regarding a bus driver, initiatives/innovation, and a retiring principal.

ADJOURN: At 8:28 p.m., it was moved by S. Thurber, seconded by S. Mitchell to adjourn.

Motion carried: 7-0

Respectfully,

Sherri Provost
District Clerk