

Peru Central School District
 High School Community Room
 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 (6:14 pm arrival)
 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 6:00 p.m., it was moved by R. LaFountain, seconded by C. Mills to call the meeting to order.
 Motion carried: 6-0

EXECUTIVE SESSION: At 6:00 p.m., it was moved by S. Mitchell, seconded by C. Mills to convene in Executive Session to discuss the employment history of a particular person(s) and matters leading to the potential discipline of a particular person(s).

Motion carried: 6-0

S. Peters arrived at 6:14 p.m. during Executive Session.

RECONVENE: At 7:04 p.m., it was moved by S. Mitchell, seconded by S. Thurber 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 additions:

15. CONSENT AGENDA - REPORTS AND COMMUNICATIONS.

Accept/Approve the following reports and communications:

Report	From	Comments
m. Letters of Support	Community Members	December 2019 Correspondence.

17. CONSENT AGENDA - PERSONNEL.

F. Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Patricia Henry	Teacher Aide	District	TBD	X (pending NYSLRS/ERS application approval)		

Motion carried: 7-0

CONSIDER APPROVAL OF THE MINUTES: It was moved by R. LaFountain, seconded by S. Peters to approve the Minutes of the November 13, 2019 Regular and November 18, 2019 Special meetings.

Motion carried: 7-0

PUBLIC COMMENT: No comments were presented to the Board.

RECOGNITION: The Board:

Recognized **Chris Mazzella** and **Irene Stephney** for their many years of service to the District. Both administrators will be retiring in January 2020. Mr. Mazzella has provided over 25 years of steadfast service to the students and community in various roles, including PAC President, ADK P-TECH Administrator, DASA District Coordinator, Chief Faculty Advisor, Peru 2020 Innovation Administrator, Coach, Science/Physics Teacher, Class Advisor, and Middle & High School Principal. Ms. Stephney has provided over 30 years of steadfast service in various roles also, including ADA Coordinator, Class Advisor, Title IX Officer/Coordinator, Peru 2020 Achievement Administrator, Information/Data Officer, Grant Administrator, Special Ed Teacher, Special Ed Department/Committee Chairperson, Director of Special Education, and Director of Student Services. Thank You both for your dedication and Best Wishes on your retirement and future endeavors.

Welcomed **Matt Berry, Shannon Rabideau** and **Mary Sexton** in their respective new roles as High School Principal, Director of Student Services and Associate Principal/Athletic Director. Mr. Berry brings over 15 years of experience in various positions, including PAT Officer (President, et al.), Student Council Advisor, Coach, Social Studies Teacher, Athletic Coordinator, Department Coordinator and Dean of Students. Ms. Rabideau brings over 20 years of experience in various positions, including Building Sub, Elementary Teacher, and Administrative service. Ms. Sexton brings over 15 years of experience in various positions including Coach, Teaching Assistant, Counselor, and Administrative service.

RECESS: At 7:11 p.m., it was moved by L. Morgan, seconded by C. Mills to hold a brief recess (approximately 10 - 15 minutes) for the purpose of above recognition items.

Motion carried: 7-0

RECONVENE: At 7:26 p.m., it was moved by R. LaFountain, seconded by C. Mills to convene in Regular Session.

Motion carried: 7-0

SUPERINTENDENT'S REPORT: Topics included closing of Phase I & II and start of Phase III of capital project, and Culturize and book study.

ADMINISTRATOR REPORTS: The Board:

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

Report/Communication	From	Comments
Book 'Buzz' Review and Recommendations	Elementary Co-Principal	Building Goal: Creating a Culture of Reading.

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 R. LaFountain, seconded by S. Peters to postpone acceptance/approval of Harris Beach invoice #2340385 (item #151) until the next regular monthly meeting, and then to:

Accept/Approve the following reports and communications:

Report	From	Comments
Recommendations	Committee on Preschool Special Education	November 2019.
Monthly Summary Report	Committee on Special Education	November 2019.
Treasurer's Report	Treasurer	October 2019: 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),

		Capital Fund Investment (H2001) Employees Cafeteria Plan (TA2001), Debt Service (V230). Proceeds from External Sources – November 2019 General Fund Revenue and Budget Status (ST-3 Sort) as of November 30, 2019, Capital Fund Budget Status as of November 30, 2019. Quarterly Reports: Cafeteria Fund Trial Balance as of 9/30/19, Scholarship Fund Trial Balance as of 9/30/19.
Student Activity Report	Chief Faculty Advisor	October 2019.
Board Meeting Minutes	Champlain Valley Educational Services (CVES)	October 9, 2019 Regular Meeting.
Recommendations for Payments	BCA Architects & Engineers	William J. Murray, Inc. 4-04 - \$12,285.11, A.W. Farrell 2-04 - \$300,235.86.
Capital Project Payments	Treasurer	Bernier & Carr - \$29,615.65, Bernier & Carr - \$7,875.38, Bernard P. Donegan, Inc. - \$703.00.
Health & Medical Report	Health/Medical Administrator	November 2019.
Letter of Support	Faculty/Staff Member	Correspondence dated October 30, 2019.
Surplus-Generated Refund	CVES	Period ending June 30, 2019.
Budget Development Timeline	School Business Administrator	2020-2021 Draft.
Letters of Support	Community Members	December 2019 Correspondence.

Motion carried: 7-0

CONSENT AGENDA – NEW BUSINESS: It was moved by C. Mills, seconded by L. Morgan 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 2020	Multi District-Funded Transportation	District Bus
Multiple Venues	Tournaments, Games, Scrimmages/Practices	Athletes	January 2020	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.

Approve budget appropriation transfers for the 2019-2020 school year for the General Fund totaling \$80,917.97.

Approve removal of items from the fixed inventory list.

Adopt the following **RESOLUTION**:

RESOLVED, that the Board of Education accepts the award of Universal Prekindergarten (UPK) Program funds from the New York State Department of Education in the amount of \$253,440; 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.

Approve an Agreement with Jacob M. Painter, Esq. for legal services, effective October 30, 2019 - June 30, 2020, at a rate of \$195 per hour for attorney services and \$85 per hour for paralegal services.

Adopt the following **RESOLUTION** pertaining to TD Bank:

RESOLVED, that the Financial Institution named above, at any one or more of its offices or branches, be and it hereby is designated as a Financial Institution of and depository for the funds of this Governmental Entity, which may be withdrawn on checks, drafts, advices of debit, notes or other orders for the payment of monies (including electronic orders) bearing the signature of, or as otherwise authorized by, any one (1) of the following officers, employees or agents of this Governmental Entity ("Agents"), whose actual **titles** are shown below:

Title

School Business Administrator

District Treasurer

Deputy Treasurer

Student Activities Treasurer

Chief Faculty Advisor

Peru CSD Tax Collector

FURTHER RESOLVED, the Agents, whose **titles** and signatures appear above, are hereby authorized to open and maintain a deposit account or accounts of the Governmental Entity with the Financial Institution, subject to the terms and conditions of the Business Deposit Account Agreement, as it may be amended from time to time (the "Account Agreement").

FURTHER RESOLVED, that the Financial Institution is hereby directed to accept and pay without further inquiry any item or payment order drawn against any of the Governmental Entity's accounts with the Financial Institution bearing the signature of or as otherwise authorized by any such Agents even though drawn or endorsed to the order of any Agent signing or tendered by such Agent for cashing or in payment of the individual obligation of such Agent or for deposit to the Agent's personal account, and the Financial Institution shall not be required or be under any obligation to inquire as to the circumstances of the issue or use of any item signed, or payment order authorized, in accordance with the resolutions contained herein, or the application or disposition of such item or payment order or the proceeds of the item or payment order.

FURTHER RESOLVED, that any one of such Agents is authorized to endorse all checks, drafts, notes and other items payable to or owned by this Governmental Entity for deposit with the Financial Institution, or for collection or discount by the Financial Institution, and to accept drafts and other items payable at the Financial Institution.

FURTHER RESOLVED, that the above named agents are authorized and empowered to execute such other agreements, including, but not limited to, special depository agreements and arrangements regarding the manner, conditions or purposes for which funds, checks or items of the Governmental Entity may be deposited, collected, or withdrawn and to perform such other acts as they deem reasonably necessary to carry out the provisions of these resolutions.

FURTHER RESOLVED, that the authority hereby conferred upon the above named Agents shall be and remains in full force and effect until written notice of the revocation thereof shall have been delivered to and received by the Financial Institution at the location where an account of the Governmental Entity is maintained and Financial Institution has had a reasonable period of time to act upon such notice.

Motion carried: 7-0

CONSENT AGENDA – PERSONNEL: It was moved by R. LaFountain, seconded by C. Mills to approve the following:

Based on evidence that **Connie Markowicz** has both achieved tenure in Business Education and has received a highly effective APPR rating for her final year of service in her previous district, authorize that the timeframe of her

probationary appointment be amended from four years to three years. Her probationary appointment (for Business Education Teacher) is now anticipated to end on November 18, 2022.

Establish a sick leave bank for **Catherine Sample**, through PAT, effective January 2020, corresponding to full documentation.

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 leave of absence without pay, for English Teacher **Mary Beth Bracy**, effective January 21, 2020 for a period not to exceed eighteen (18) months.

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.

Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Nicole Rascoe	Teacher Aide, Bus Monitor	District	November 12, 2019		X (to accept a Teaching Assistant position, will remain a sub bus monitor)	
Fontilla Richardson	Teacher Aide	District	December 2, 2019		X (to accept a Teaching Assistant position)	
Elizabeth Garrand	Per Diem Substitute Teacher	District	November 21, 2019		X	
Nathan Ritchie	Custodial Worker	District	December 4, 2019			X
Patricia Henry	Teacher Aide	District	TBD	X (pending NYSLRS/ERS application approval)		

Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Wanda Koehler	11-Month Typist	District	December 20, 2019	\$24,912 (step 4), prorated	Transfer from 12-month Account Clerk/Typist position, replacing Miller (resigned), Elementary assignment currently

Lindsey Jess	Typist	District	December 2, 2019	\$26,988 (step 4), prorated	12-month, replacing Draper (transferred), Elementary assignment currently
Bonita St. Dennis	Bus Monitor	District	October 28, 2019	\$11.80/hr (step 1)	1.5 hrs/day, replacing Collins
Daniel VanNederynen	VanNederynen, who is Initially certified in the Students With Disabilities (Grades 1-6) 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	District	TBD	\$51,467 (step 4, col 2)	Elementary assignment currently, replacing Saccomanno (resigned)
Danielle Bikowitz	Per Diem Substitute Teacher and Substitute Teaching Assistant; Substitute Teacher Aide	Elementary /Middle; District	November 15, 2019	\$90/day and \$85/day; \$11.32/hr	
Andrea Archer	Substitute School Bus Monitor	District	October 30, 2019	\$11.80/hr (step 1)	Also a school monitor
Matthew Bohin	Bohin, who is Initially certified in the Students With Disabilities (Grades 1-6) 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 - general special education tenure area	District	For a probationary period commencing on December 2, 2019 and anticipated to end on December 2, 2023	\$46,687 (step 1, col 1)	Replacing Turner/newly created, Elementary assignment currently
Bianca Garcia Crandall	Substitute Teacher Aide, Substitute School Monitor	District	November 6, 2019	\$11.32/hr	
Alexa Almaguer	School Monitor - Type A	District	November 13, 2019	\$11.80/hr (step 1)	2.75 hrs/day, Elementary monitor assignment currently, replacing Bell (resigned)
Richard Healy	Substitute Bus Driver	District	November 5, 2019	\$15.66/hr for training/testing, 70% of appointed bus driver per run rate for run(s)	
Doris McIntyre	Substitute Custodial Worker	District	November 15, 2019	\$12.18/hr (step 1)	Also a bus driver

Nicole Rock	Substitute Teacher Aide, Substitute School Monitor	District	November 13, 2019	\$11.32/hr	
David Souliere III	Substitute Bus Driver	District	November 15, 2019	\$15.66/hr for training/testing, 70% of appointed bus driver per run rate for run(s)	
Novalee Martineau	Bus Monitor	District	November 13, 2019	\$11.90/hr (step 2)	2 hrs/day, replacing Rascoe (resigned)
Nicole Terry	Teacher Aide, Type A	District	September 2, 2019	\$12.96/hr (step 4)	Decrease from 6.5 hrs/day to 6 hrs/day, Elementary assignment currently, replacing Rascoe (resigned)
Sarah Kimble	Substitute Custodial Worker	District	November 19, 2019	\$11.58/hr	
Jaelie Landaverde-Cobb	Teacher Aide, Type A	District	October 15, 2019	\$12.61/hr (step 2)	6 hrs/day, Elementary assignment currently, newly created/Supley transfer, was a school monitor
Fontilla Richardson	Richardson, 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 December 2, 2019 and anticipated to end on December 2, 2023	\$22,537, prorated (step 1)	Secondary assignment currently, newly created
Michele Patnode	Substitute Bus Driver; Substitute School Monitor	District	November 20, 2019	\$15.66/hr for training/testing, 70% of appointed bus driver per run rate for run(s); \$11.32/hr	
Elizabeth Rawleigh	Teacher Aide, Type A	District	October 13, 2019	\$12.80/hr (step 3)	6 hrs/day, newly created/Miller transfer, Elementary assignment currently

Ian Bruno	Custodial Worker	District	December 9, 2019	\$12.18/hr (step 1)	8 hrs/day, replacing Ritchie (separated)
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Approve Appendix B appointments for the 2019-2020 school year as follows:

Employee	Position	Compensation
Michael Lawyer	Intramurals	0.2
John Phillips , replacing Dunham (resigned)	Winter Track	0.35
Chad Robinson , replacing Ekstrom (resigned)	Jr. Varsity Wrestling	0.69

Motion carried: 7-0

OLD/UNFINISHED BUSINESS:

It was moved by S. Peters, seconded by L. Morgan to discuss and determine action related to a modified lacrosse program. The Board discussed this item and then it was moved by C. Mills, seconded by S. Peters to postpone further action on this item until the next regular monthly meeting.

Motion carried: 7-0

NEW BUSINESS:

It was moved by C. Mills, seconded by L. Morgan to establish Board attendance at the January 9, 2020 School Boards Association meeting, to be held at West Side Ballroom in Plattsburgh. It is anticipated that B. Berry, S. Mitchell, S. Thurber and T. Palmer. will attend.

Motion carried: 7-0

It was moved by C. Mills, seconded by S. Peters to discuss and determine action related to a facilities use request for a December 13, 2019 PTO spaghetti dinner fundraiser. The Board approved waiving applicable food service, custodial and space 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

PUBLIC COMMENT: The Board received comments from one individual regarding faculty members.

ADJOURN: At 8:07 p.m., it was moved by S. Peters, seconded by C. Mills to adjourn.

Motion carried: 7-0

Respectfully,

Sherri Provost
District Clerk