

Peru Central School District
 High School Community Room
 4:00 PM Board Retreat - book study/education/training
 6:00 PM Executive Session
 7:00 PM Regular Monthly Meeting
 Ms. Bonnie Berry, Presiding

ROLL CALL:

Mr. Robert LaFountain – present
 Ms. Cynthia Mills - absent (present 6:00 - 7:10 pm only)
 Ms. Sarah Mitchell - present
 Ms. Linda Morgan -present
 Mr. Steven Peters – absent
 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 6:07 p.m., it was moved by S. Mitchell, seconded by L. Morgan to call the meeting to order.
 Motion carried: 6-0

EXECUTIVE SESSION: At 6:07 p.m, it was moved by S Mitchell, seconded by S. Thurber to convene in Executive Session to discuss the employment history of particular persons and matters leading to the potential appointment/employment and discipline of particular persons.
 Motion carried: 6-0

RECONVENE: At 7:10 p.m., it was moved by S. Thurber, seconded by S. Mitchell to convene in Regular Session.
 Motion carried: 5-0

PLEDGE OF ALLEGIANCE: The Pledge was recited.

APPROVAL OF THE AGENDA: It was moved by S. Thurber, seconded by R. LaFountain to approve the agenda with the following additions:

ADD

13. CONSENT AGENDA - NEW BUSINESS.

H. Approve a Memorandum of Agreement (MOA) with Stephen Broadwell, for the 2019-2020 school year, for administrative mentoring services.

14. CONSENT AGENDA - PERSONNEL.

C. Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Donald (DJ) Barber	Modified Baseball Coach	Athletics	2019-2020 sports season			X
Stephen Komanecky	Jr. Varsity Baseball Coach	Athletics	2019-2020 sports season		X	
Kimberly Carpenter	Teaching Assistant	District	January 27, 2020		X	

D. Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Adelia Clifford	Clifford, who is Initially certified in the Early Childhood Education (Birth-Grade 2) and Childhood Education	Elementary	For a probationary period commencing on January 17, 2020	\$46,687 (step 1, col 1), prorated	newly created

	(Grades 1-6) areas, is hereby appointed to the position of 1.0 FTE Prekindergarten Teacher in the Elementary tenure area		and anticipated to end on January 17, 2024		
Nichole Julian	Julian, who is Professionally certified in the Students With Disabilities (Birth-Grade 2) area, is hereby appointed to the position of 1.0 FTE Prekindergarten Teacher in the TBD tenure area	Elementary	For a probationary period commencing on January 17, 2020 and anticipated to end on January 17, 2024	\$46,687 (step 1, col 1), prorated	newly created
Peter Daly	Permanent Building Substitute (PBS) Teacher	Secondary	January 27 - June 30, 2020	\$115/day	
Kirk Beattie	Intramurals Basketball	Athletics	2019-2020 sports season	Volunteer	
Olivia Alsdorf	Alsdorf, who is not currently certified in any areas, is hereby appointed to the non-probationary position of Long Term Substitute (LTS) 1.0 FTE English (ELA) Teacher. This service will not be credited toward tenure.	Secondary	January 21, 2019 - a date not to exceed June 30, 2020	\$46,687 (step 1, col 1), prorated	Pending a Feinerman Agreement, contingent upon completion of 30 days in the same assignment, replacing Bracy (on leave)
Ginene Mason	Mason, who is Permanently certified in the School Administrator/ Supervisor, School District Administrator and School Psychologist areas, is hereby appointed to the non- probationary position of Full- Time Interim Program Administrator/Elementary Principal. This service will not be credited toward tenure.	District	January 17, 2020 - a date not to exceed June 30, 2020	\$350/day	Elementary assignment currently, replacing Slattery (resigned), pending an Employment Agreement
Stephanie Lumb	Teacher Aide, Type A	District	January 17, 2020	\$12.40/hr (step 1)	30 hrs/wk, Elementary assignment currently, newly

					created
Rachel Estes	Teacher Aide, Type A	District	January 17, 2020	\$12.40/hr (step 1)	25 hrs/wk, Elementary assignment currently, newly created

G. Adopt the following RESOLUTION:

RESOLVED, that the Board accept the terms and conditions of an Agreement (Feinerman) with **Olivia Alsdorf**, 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.

H. Adopt the following RESOLUTION:

RESOLVED, that the Board accept the terms and conditions of an Employment Agreement with **Ginene Mason**, regarding an interim principal 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.

I. 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.

Motion carried: 5-0

APPROVAL OF THE MINUTES: It was moved by S. Mitchell, seconded by L. Morgan to approve the Minutes of the December 10, 2019 Regular meeting, as written and/or corrected.

Motion carried: 5-0

PUBLIC COMMENT: No comments were presented to the Board.

SUPERINTENDENT’S REPORT: Topics included a report on the CV-TEC Program from the CVES District Superintendent and Director of Career & Technical Education, the mini capital project, and the laptop initiative.

ADMINISTRATOR REPORTS: The Board:

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

Report/Communication	From	Comments
a. Applied Digital Skills Curriculum	Middle School Program/Technology Integration	Sixth Grade Program.
b. Multi-Year Financial Plan	School Business Administrator	In Accordance with Annual Review.

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 & COMMUNICATIONS: It was moved by S. Thurber, seconded by R. LaFountain to: Accept/Approve the following reports and communications:

Report	From	Comments
a. Recommendations	Committee on Preschool Special Education	December 2019.
b. Monthly Summary Report	Committee on Special Education	December 2019.
c. Treasurer’s Report	Treasurer	November 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 – December 2019 General Fund Revenue and Budget Status (ST-3 Sort) as of December 31, 2019, Capital Fund Budget Status as of December 31, 2019
d. Student Activity Report	Chief Faculty Advisor	November 2019.
e. Board Meeting Minutes	Champlain Valley Educational Services (CVES)	November 13, 2019 Regular Meeting.
f. Recommendations for Payments	BCA Architects & Engineers	Atlantic Testing Phase 2 - \$431.53, Atlantic Testing Phase 3 - \$5,746.25, Murnane Bldg Phase 1 1-05 - \$101,450.21, Murnane Bldg Phase 1 1-06 - \$95,000.00, Murnane Bldg Phase 2 1-06 - \$2,526.02, L H LaPlante Phase 2 3-03 - \$3,885.82, K & L Plumbing Phase 1 3-02 - \$575.80, K & L Plumbing Phase 2 2-02 - \$82,966.15, K & L Plumbing Phase 2 2-03 - \$116,289.98, S & L Electric Smart Schools 2-02 - \$59,402.49, S & L Electric Smart Schools 2-03 (Final) - \$21,947.17.
g. Capital Project Payments	Treasurer	Bernier & Carr - \$5,025.61, \$(931.15), \$3,978.38, \$39,269.56, \$12,533.26, \$11,923.53; Bernard P. Donegan, Inc. - \$1,961.
h. Health & Medical Report	Health/Medical Administrator	December 2019.
i. NYSIR News	NY Schools Insurance Reciprocal (NYSIR)	November 2019.
j. Auditor’s Quarterly Report	Internal Claims Auditor	Report as of December 31, 2019.
k. Invoice #2340385 and #2344965	Harris Beach PLLC	September - November 2019 Legal Services.

Motion carried: 5-0

CONSENT AGENDA – NEW BUSINESS: It was moved by R. LaFountain, seconded by S. Thurber 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	February 2020	Multi District-Funded Transportation	District Bus
Multiple Venues	Tournaments, Games, Scrimmages/Practices	Athletes	February 2020	District-Funded and/or Booster Club Admission and Transportation	District Bus and/or Parent/Guardian Vehicle
Clinton Community College	Math Counts Champlain Valley Chapter Regional Competition	Approximately 8 Middle School Students	February 15, 2020	N/A	Personal
Montreal, QC	Van Gogh Exhibit	Approximately 30 High School Students	January 16, 2020	District-Funded Admission and 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 donations:

Donor	Donation	Value	Purpose
Pride of Ticonderoga	Monetary	\$1,552	Backpack Program
Peru AFL Football	Monetary	\$600	Backpack Program

Approve budget appropriation transfers for the 2019-2020 school year for the General Fund totaling \$40,800.00.

Approve removal of items from the fixed inventory list.

Establish the mileage rate reimbursement at 57.5 cents per mile driven effective January 1, 2020, to coincide with the current IRS standard mileage rate, for employees who use their own personal vehicle for official business.

Authorize a Section VII Sports Merger for the 2019-2020 school year for Girls' Lacrosse.

Adopt the following **RESOLUTION**:

RESOLVED, that the Board of Education accepts the annualized award from the New York State Education Department's *Additional Grants for the Expanded Prekindergarten for Three- and Four-Year Old Students* in the amount of \$341,847 as pro-rated for 2019-2020; approve the use of the funds to make purchases as indicated; and authorize the Superintendent to execute all documents necessary to effectuate this resolution.

Approve a Memorandum of Agreement (MOA) with Stephen Broadwell, for the 2019-2020 school year, for administrative mentoring services.

Motion carried: 5-0

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

Create an additional ½ hour within the High School teacher aide budget, for the 19-20 school year, to address student needs.

Authorize a leave of absence without pay, for teacher **Bette Crowningshield**, effective February 10-14, 2020 and February 24-28, 2020.

Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Nicholas Bushey	Custodial Worker	District	January 1, 2020		X	
Wanda Koehler	Account Clerk/Typist	District	December 20, 2019		X (to accept Typist position)	
Nathan Ritchie	Custodial Worker	District	December 4, 2019			X
Matthew Slattery	Program Administrator/Principal	District	February 1, 2020		X	
Brenda Newell	Substitute Food Service Helper	District	January 2, 2020		X	
Miaomiao Holland	Substitute Custodial Worker	District	January 1, 2020		X	

Candice Bombard	Substitute School Monitor	District	December 29, 2019		X	
Arthur Maggy II	Bus Driver	District	February 15, 2020		X	
Rodney Smith	Substitute School Monitor	District	December 26, 2019		X	
Haley Judd	Substitute Typist, Substitute Teacher Aide	District	December 30, 2019		X	
Wanda Koehler	Substitute Food Service Helper	District	January 6, 2020		X	
Jennifer Bushey	Substitute Typist, Substitute School Monitor, Substitute Teacher Aide	District	January 2, 2020		X	
Heidi Williams	Substitute Food Service Helper	District	December 31, 2019		X	
Gloria Drapeau	Substitute School Monitor, Substitute Teacher Aide	District	January 3, 2020		X	
Katherine Liberty	Substitute School Monitor	District	January 6, 2020		X	
Alicia Bedard	Substitute School Monitor, Substitute Teacher Aide	District	January 3, 2020		X	
Sally Pelletier	School Monitor	District	January 8, 2020			X
Donald (DJ) Barber	Modified Baseball Coach	Athletics	2019-2020 sports season			X
Stephen Komanecky	Jr. Varsity Baseball Coach	Athletics	2019-2020 sports season		X	
Kimberly Carpenter	Teaching Assistant	District	January 27, 2020		X	

Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Kevin Martino	Custodial Worker	District	January 6, 2020	\$12.18/hr (step 1)	8 hrs/day, replacing Bushey (resigned)
David Toner	Substitute Custodial Worker	District	December 19, 2019	\$11.58/hr	
Olivia Myers	Teacher Aide, Type A	District	January 6, 2020	\$12.40/hr (step 1)	6 hrs/day, Elementary assignment currently, replacing Terry/Rascoe (transfer/TA)
Emily Spring	School Monitor, Type A	District	December 2, 2019	\$11.80/hr (step 1)	2.75 hrs/day, Elementary assignment currently, replacing

					Landaverde-Cobb (now aide)
Rachel Estes	School Monitor, Type A	District	January 10, 2020	\$11.80/hr (step 1)	2.75 hrs/day, Elementary assignment currently, replacing Pelletier (separated)
Rachel Estes	Substitute Teacher Aide, Substitute School Bus Monitor	District	December 19, 2019	\$11.32/hr	
Shannon Rabideau	Student Accident Coordinator	District	January 1 - June 30, 2020	N/A	Replacing Rawson
Jodi Lattrell- Burns	Permanent Building Substitute (PBS) Teacher	Elementary	January 6 - June 30, 2020	\$115/day, prorated @ 60%	Part-time (0.6 FTE), replacing Bohin (now teacher)
Cole Ives	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	January 8, 2020	\$90/day, \$85/day	
Tammy Forget	Account Clerk/Typist	District	January 28, 2020	\$28,935 (step 4)	7.5 hrs/day, 12- month, Secondary assignment currently, replacing Koehler (now Typist)
Michelle Rawson, Scott Storms	Title IX Coordinator/Officer	District	January 8, 2020	N/A	Replacing Stephney/Rabide au/Slattery
Jacob Casey	Per Diem Substitute Teacher, Substitute Teaching Assistant	Elementary & Middle	January 9, 2020	\$90/day, \$85/day	
Adelia Clifford	Clifford, who is Initially certified in the Early Childhood Education (Birth-Grade 2) and Childhood Education (Grades 1-6) areas, is hereby appointed to the position of 1.0 FTE Prekindergarten Teacher in the Elementary tenure area	Elementary	For a probationar y period commencing on January 17, 2020 and anticipated to end on January 17, 2024	\$46,687 (step 1, col 1), prorated	newly created
Nichole Julian	Julian, who is Professionally certified in the Students With Disabilities (Birth-Grade 2) area, is hereby appointed to the position of 1.0 FTE Prekindergarten Teacher in the TBD tenure area	Elementary	For a probationar y period commencing on January 17, 2020 and anticipated to end on January 17, 2024	\$46,687 (step 1, col 1), prorated	newly created

Peter Daly	Permanent Building Substitute (PBS) Teacher	Secondary	January 27 - June 30, 2020	\$115/day	
Kirk Beattie	Intramurals Basketball	Athletics	2019-2020 sports season	Volunteer	
Olivia Alsdorf	Alsdorf, who is not currently certified in any areas, is hereby appointed to the non-probationary position of Long Term Substitute (LTS) 1.0 FTE English (ELA) Teacher. This service will not be credited toward tenure.	Secondary	January 21, 2019 - a date not to exceed June 30, 2020	\$46,687 (step 1, col 1), prorated	Pending a Feinerman Agreement, contingent upon completion of 30 days in the same assignment, replacing Bracy (on leave)
Ginene Mason	Mason, who is Permanently certified in the School Administrator/Supervisor, School District Administrator and School Psychologist areas, is hereby appointed to the non-probationary position of full-time Interim Program Administrator/Elementary Principal. This service will not be credited toward tenure.	District	January 17, 2020 - a date not to exceed June 30, 2020	\$350/day	Elementary assignment currently, replacing Slattery (resigned), pending an employment agreement
Stephanie Lumb	Teacher Aide, Type A	District	January 17, 2020	\$12.40/hr (step 1)	30 hrs/wk, Elementary assignment currently, newly created
Rachel Estes	Teacher Aide, Type A	District	January 17, 2020	\$12.40/hr (step 1)	25 hrs/wk, Elementary assignment currently, newly created

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

Employee	Position	Compensation
Angell Hicks, Tracy Posada (replacing Berry, resigned)	Varsity Club Advisor	0.55 each, prorated for December 20, 2019 - June 30, 2020
Matthew Berry, Michael Francia, Jeffery St. Denis	Intramurals Basketball	Volunteer

Grant tenure for:

Employee	Area	Effective Date
Kayli Lawton	Education of children with handicapping conditions – general special education	February 1, 2020

Cortney Calkins	Education of children with handicapping conditions – general special education	February 1, 2020
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Adopt the following **RESOLUTION**:

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Adopt the following **RESOLUTION**:

RESOLVED, that the Board accept the terms and conditions of an Employment Agreement with **Ginene Mason**, regarding an interim principal 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.

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.

Motion carried: 5-0

OLD/UNFINISHED BUSINESS:

The Board further discussed a modified lacrosse program.

It was moved by R. LaFountain, seconded by S. Thurber to adopt the following revised **RESOLUTION** pertaining to *TD Bank, N.A.*:

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”) as specified below:

Title	Account Name	Account Number
Student Activities Treasurer, School District Treasurer, Chief Faculty Advisor	Peru Central School District Extra-Curricular Activities	3202000170
Collector of Taxes, School Business Administrator, Deputy School District Treasurer	Peru Central School District Tax Collector	3286896768
School Business Administrator	All Peru CSD Accounts, with the exception of above Extra-Curricular Activities Account	All Peru CSD Accounts, with the exception of above Extra-Curricular Activities Account
School District Treasurer	All Peru CSD Accounts, with the exception of above Tax Collector Account	All Peru CSD Accounts, with the exception of above Tax Collector Account

Deputy School District Treasurer	All Peru CSD Accounts, with the exception of above Extra-Curricular Activities Account	All Peru CSD Accounts, with the exception of above Extra-Curricular Activities Account
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FURTHER RESOLVED, the Agents, whose titles appear above, are hereby authorized to open and maintain the specified 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 such specified 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 specified Agents is authorized to endorse all checks, drafts, notes and other items payable to or owned by this Governmental Entity, on such above specified accounts, 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: 5-0

NEW BUSINESS:

The Board established that it is anticipated, at this time, that no Board members will be in attendance at the January 30, 2020 NYSSBA Area 6 Legislative Breakfast, to be held at the Crowne Plaza in Lake Placid.

PUBLIC COMMENT: The Board received comments regarding a modified lacrosse program.

ADJOURN: At 9:07 p.m., it was moved by S. Mitchell, seconded by L. Morgan to adjourn.

Motion carried: 5-0

Respectfully,

Sherri Provost
District Clerk