

Peru Central School District
 High School Gymnasium & Google Meet
 17 School Street, Peru, NY 12972
 6:00 PM Anticipated Executive Session
 7:00 PM Regular Monthly Meeting
 Ms. Bonnie Berry, Presiding

ROLL CALL:

Ms. Sarah Graves - present
 Mr. Robert LaFountain – 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 and Randolph B. Sapp, School Business Administrator.

CALL TO ORDER: At 6:04 p.m., it was moved by S. Peters, seconded by S. Mitchell to call the meeting to order.
 Motion carried: 7-0

EXECUTIVE SESSION: At 6:04 p.m., it was moved by S. Peters, seconded by L. Morgan to discuss the employment history of particular persons and collective negotiations of the PAC.
 Motion carried: 7-0

RECONVENE: At 7:09 p.m., it was moved by S. Mitchell, seconded by S. Peters 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 S. Mitchell, seconded by R. LaFountain to approve the agenda with the following revisions:

14. CONSENT AGENDA – PERSONNEL.

ADD

G.2. Establish a rate of \$30 per hour for sports clinics staff during the Fall 2020 Sports Season.

H. Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Adelia Clifford	Prekindergarten/ Elementary Teacher	Elementary	October 9, 2020		X	

K. Approve qualified lead evaluator certification, for the 2020-2021 school year, for **Joha Battin, Matthew Berry, Amy Campbell, Shannon Rabideau, Michelle Rawson, Mary Sexton, and Scott Storms.**

REVISE

J. Tentatively approve Appendix B coaching, sports-related activities, and other activities appointments for the 2020-2021 school year/sports seasons, as follows:

Employee	Position	Compensation	Employee	Position	Compensation
Christina Fray, Ryan McAlary	Cross Country Sports Clinics	\$30/hr	Eric Dubay, Amy Dermody, Maddison Flynn	Soccer Sports Clinics	\$30/hr

Motion carried: 7-0

CONSIDER APPROVAL OF THE MINUTES: It was moved by S. Graves, seconded by L. Morgan to approve the Minutes of the September 8, 2020 Regular, September 17, 2020 Special, and September 30, 2020 Special Meetings, as written and/or corrected.

Motion carried: 7-0

PUBLIC COMMENT: No comments were presented to the Board.

RECOGNITION:

The Superintendent 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 has proclaimed October 19-23, 2020 as School Board Recognition Week .

The Board recognized our High School, which has been selected once again as a CFES Brilliant Pathways School of Distinction, based on its performance during the 2019-2020 school year. Achievement of School of Distinction status is testimony that Peru High School not only developed and executed an exemplary plan for its CFES Scholars, but also involved the entire school in the CFES core practices of Mentoring, Essential Skills, and Pathways to College and Career.

The Board commended Woodmen Life Chapter 1016, Church Oil Co. Inc., and Jason Finlaw, for their recent donations to our Backpack Program.

SUPERINTENDENT'S REPORT/PUBLIC HEARING: Topics included the 9/23 job fair, 10/16 drive-in music concert, sports clinics, and a public hearing on the District-Level Emergency Response Plan (DERP).

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. Thurber to:

Accept the following reports and communications:

Report	From	Comments
a. Recommendations	Committee on Preschool Special Education	September 2020.
b. Monthly Summary Report	Committee on Special Education	September 2020.
c. Treasurer's Report	Treasurer	August 2020: 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). August 2020 Proceeds from External Sources General Fund Revenue and Budget Status (ST-3 Sort) as of September, 2020, Capital Fund Budget Status as of September, 2020.
d. Board Meeting Minutes	Champlain Valley Educational Services (CVES)	August 19, 2020 Regular Meeting.
e. Capital Project Payments	District Treasurer	BPD, in the amounts of \$1,207.00, \$12,412.23, and \$2,076.00.
f. Recommendations for Payments	District Treasurer	C & S Companies - \$23,509.65.
g. Auditor's Quarterly Report	Internal Claims Auditor	Report as of September 30, 2020.

h. BOCES Aid Payment	CVES	18-19 Installment and Withholding Practice/Impact.
i. Health & Medical Report	Health/Medical Administrator (HMA)	September 2020.
j. Student Activity Report	Chief Faculty Advisor	July and August 2020.

Motion carried: 7-0

CONSENT AGENDA – NEW BUSINESS: It was moved by S. Mitchell, 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	November 2020	Multi District-Funded Transportation	District Bus
Multiple Venues	Tournaments, Games, Scrimmages/Practices	Athletes	November 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 2020-2021 school year for the General Fund, totaling \$124,000.00.

Adopt the NYSSBA Superintendent Evaluation Tool as the evaluation rubric for the Superintendent of Schools for the 2020-2021 school year.

Authorize an Agreement with Araya Inc., to administer the self-insured one-dollar (\$1) copay prescription drug plan for approximately a dozen retirees of the District since the previous administrator of the plan, Lifetime Benefits Solutions, is no longer able to administer the plan.

Adopt the following **RESOLUTION:**

RESOLVED, that the Board of Education accept the terms and conditions of a Memorandum of Agreement (MOA) with the Peru Association of Teachers (PAT) regarding additional class instruction; 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 terms and conditions of a Memorandum of Agreement (MOA) with the Civil Service Employees Association (CSEA) regarding retirement notices/benefits; 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 National School Lunch Program Cafeteria Equipment Assistance Grant award of \$20,000 from the New York State Department of Education; 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 removal of items from the fixed inventory list.

Authorize the Merchant Agreement with Heartland School Solutions to process student payments for AP Exams, the student electronic device protection program and other such related student invoicing requirements.

Accept the following donations:

Donor	Donation	Value	Purpose
Woodmen Life Chapter 1016	Monetary	\$500	Backpack Program

Approve the 2020-2021 Application(s) for Corrected Tax Roll as recommended by the Clinton County Director of Real Property:

Owner	Parcel ID	Reason	Impact
Mark & Bonnie Bourdeau	269-1-27	Clerical Error	\$611.65
William & Irene Youngmann	246-1-37-2	Clerical Error	\$592.00
Rosemary Ochsen	267-2-4-2	Clerical Error	\$1,310.35
Keith & Katie Jennette Caska	269.1.44.3	Clerical Error	\$2,643.17

Motion carried: 7-0

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

Establish a sick leave bank for **Danielle Butler**, through CSEA, effective November 2020, corresponding to full documentation.

Based on evidence that **Amanda Rogers** has both achieved tenure in Elementary Education and has received an 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 Elementary Teacher) is now anticipated to end on August 28, 2022.

Authorize a paid/unpaid leave of absence, as accumulated leave balances allow, for Teacher **Kayli Lawton**, effective approximately December 2020 - March 2021, corresponding to full documentation.

Authorize a paid/unpaid leave of absence, as accumulated leave balances allow, for Custodial Worker **Nelson Mooney**, effective August 29 - November 1, 2020, corresponding to full documentation.

Create two (2) temporary, five hours per week, custodial positions, effective for the 2020-2021 school year, to address needs related to the COVID-19 hybrid model.

Grant authorization for Teacher Aide **Patti Remillard** to rescind her current retirement date of June 29, 2021.

Authorize a leave of absence, without pay, for PBS Teacher **Paula De Laurentiis**, effective October - December 2020, corresponding to full documentation.

Establish a rate of \$30 per hour for sports clinics staff during the Fall 2020 Sports Season.

Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Jody Dumas	School Bus Driver	District	October 27, 2020 (change from 6/25/21)	X		

Girard Dumas	School Bus Driver	District	October 27, 2020 (change from 6/25/21)	X		
Peter Daly	Per Diem Substitute Teacher	Secondary	September 21, 2020		X	
Carolyn Gallo	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	July 29, 2020		X	
Nicole Terry	Teacher Aide	District	September 28, 2020		X	
Linda Anderson	Substitute School Bus & School Monitor	District	September 4, 2020		X	
Alexa Almaguer	School Monitor	District	September 9, 2020		X	
Shirley Connor	School Monitor	District	September 8, 2020		X	
Olivia Alsdorf	Per Diem Substitute Teacher	District	September 4, 2020		X	
Jay Harney	School Bus Driver	District	July 16, 2020			X
Michelle Rock	Food Service Helper	District	September 1, 2020		X (will remain a sub)	
Cynthia Seymour	Food Service Helper, School Bus Monitor	District	August 31, 2020		X	
Perry Lamoy	Substitute Custodial Worker	District	September 2, 2020		X	
Savannah Heffron	Substitute School Bus Driver	District	September 2, 2020		X	
Diana Aubin	Cook Manager	District	September 12, 2020 (change from 9/14/20)	X		
Adelia Clifford	Prekindergarten/Elementary Teacher	Elementary	October 9, 2020		X	

Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Robin Chase	Part-Time Registered Nurse (RN)	District	September 1, 2020 - June 30, 2021	\$46,687, prorated	4.5 hrs/day, Seton assignment currently
Michael Beshures	0.2 FTE Technology Education Teacher	Secondary	October 1, 2020 - June 30, 2021	\$53,167 (step 7, col 1), prorated @ 20%	Extra Duty assignment, pending MOA approval
Christina Fray	0.6 FTE Permanent Building Substitute (PBS) Teacher	Secondary	September 8, 2020 - June 30, 2021	\$120/day, prorated @ 60%	

Jakoby Hamlin	Substitute Custodial Worker	District	October 13, 2020	\$12.04/hr	
Ethan Depo	Per Diem Substitute Teacher	District	September 22, 2020	\$90/day	
Hunter Bruno	Permanent Building Substitute (PBS) Teacher	Secondary	September 8, 2020 - June 30, 2021	\$120/day	
Ranee Magoon-Pombrio	School Monitor	District	September 10, 2020	\$12.50/hr (step 1)	3 hrs/day, Secondary assignment currently, replacing St. Denis (resigned)
Ranee Magoon-Pombrio	Substitute Food Service Helper and Substitute School Bus Monitor; Substitute Teacher Aide	District	September 10, 2020	\$12.50/hr (step 1); \$12.61/hr (step 1)	Also a monitor
Teresa Hart	Substitute School Bus Monitor	District	September 18, 2020	\$12.50/hr (step 1)	Also an aide
Rachel Estes	School Bus Monitor	District	September 17, 2020	\$12.50/hr (step 1)	2 hrs/wk, replacing Seymour (resigned)/decrease, also an aide
Michael Grems	School Bus Monitor	District	September 14, 2020	\$12.60/hr (step 2)	Increase from 2.5 hrs/day to 3 hrs/day
Jacqueline Coon	School Bus Monitor	District	September 14, 2020	\$12.70/hr (step 3)	Increase from 3 hrs/day to 4.5 hrs/day
Phyllis Clausen	School Bus Monitor	District	September 14, 2020	\$13.20/hr (step 8)	Decrease from 4 hrs/day to 3.5 hrs/day
Andrea Archer	School Bus Monitor	District	September 10, 2020	\$12.50/hr (step 1)	8 hrs/wk, replacing Anderson (resigned), also a school monitor
Marianne Supley	Substitute School Bus Driver; Substitute School Bus Monitor	District	September 1, 2020	\$15.97/hr for training/testing, 70% of appointed bus driver run rate (based on 200 days) per run; \$12.50/hr (step 1)	Also an aide
Kelly Bell	Bus Driver	District	September 1, 2020	\$36,176	Increase from 2-runs to 2-runs Swastica
Benjamin Key III	Substitute Custodial Worker	District	October 1, 2020	\$12.04/hr	

George Knight	Bus Driver	District	September 1, 2020	\$21,805, prorated	2-runs, abbreviated schedule
Sally Blow	School Monitor	District	September 24, 2020	\$12.50/hr (step 1)	2.75 hrs/day, Elementary assignment currently, replacing Summitt
Micaela O'Neil	Teacher Aide	District	October 1, 2020	\$13.05 (step 3)	Decrease from 6.5 hrs/day to 6 hrs/day, Elementary assignment currently, replacing Terry (resigned)
Daniele Wrisley	Cook Manager	District	September 14, 2020	\$15.29/hr (step 6)	6.75 hrs/day, replacing Aubin (retired)
Allison St. Louis	Permanent Building Substitute (PBS) Teacher	Secondary	October 6, 2020 - June 30, 2021	\$120/day	
Sonyell Duval	Substitute School Monitor Substitute Teacher Aide	District	Job Fair	\$12.04/hr	
Brian Marino	Concussion Management Coordinator	District	2020-2021 school year	\$30/hr	
Anthony Baker	Substitute Custodial Worker	District	October 13, 2020	\$12.04/hr	
Amy Griffin	Substitute Food Service Helper	District	September 28, 2020	\$12.04/hr	
Kelsey McKee	Part-Time Custodial Worker	District	September 28, 2020	\$12.50/hr (step 1)	19.5 hrs/wk, replacing Rust
Kevin Passno	Bus Driver	District	September 1, 2020	\$43,609	Increase from 2-runs Swastica to 4-runs
David McQueen	Bus Driver	District	September 1, 2020	\$43,609 + longevity	Decrease from 4-runs + Late Run/PM School to 4-runs
Ray Atkinson Jr	Bus Driver	District	September 1, 2020	\$43,609 + longevity	Decrease from 2-runs Swastica + 2-runs to 4-runs
Girard Dumas	Bus Driver	District	September 1, 2020	\$43,609 + longevity	Decrease from 5-runs to 4-runs
Jody Dumas	Bus Driver	District	September 1, 2020	\$43,609 + longevity	Decrease from 5-runs to 4-runs
Gerald Stewart	Bus Driver	District	September 1, 2020	\$21,805	Increase from 1-run to 2-runs
Raymond Myers	Bus Driver	District	September 1, 2020	\$21,805	Decrease from 4-runs to 2-runs
Dean Lamica	Bus Driver	District	September 1, 2020	\$21,805	Increase from 1-run to 2-runs
Michael Page	Bus Driver	District	September 1, 2020	\$36,176	Increase from 2-runs to 2-runs Swastica

Timmy Aubin	Substitute School Bus Driver	District	August 27, 2020	\$15.97/hr for training/testing, 70% of appointed bus driver run rate (based on 200 days) per run	
Robert Pfohler	Bus Driver	District	September 1, 2020	\$21,805	Increase from 1-run to 2-runs
Sophia McBride	Teacher Aide	District	September 10, 2020	\$13.05/hr (step 3)	Increase from 6 hrs/day to 6.5 hrs/day, Elementary assignment currently, replacing Durham
Johnna McDougal	Teacher Aide	District	October 1, 2020	\$12.83/hr (step 2)	Decrease from 6.5 hrs/day to 6 hrs/day, Elementary assignment currently, replacing O'Neil
Kristen Banting	Per Diem Substitute Teacher (Certified), Substitute Teaching Assistant	Secondary	September 22, 2020	\$115/day, \$85/day	
John Petro	Per Diem Substitute Teacher	District	September 25, 2020	\$90/day	

Tentatively approve Appendix B coaching, sports-related activities, and other activities appointments for the 2020-2021 school year/sports seasons, as follows:

Employee	Position	Compensation	Employee	Position	Compensation
Dana Atwood	Sophomore Class Advisor	0.33	Amanda Brown	Soccer Program	Volunteer
John Clemons	Junior Class Advisor	0.66	Christina Fray, Ryan McAlary	Cross Country Sports Clinics	\$30/hr
Christina Fray	Modified Co-ed Track Coach	0.35	Eric Dubay, Amy Dermody, Maddison Flynn	Soccer Sports Clinics	\$30/hr
Dean DeLano	E-Sports Advisor	0.4, pending negotiations	Nicholas Damiani II, Shane Porter	Help Desk Advisor	0.4, pending negotiations

Approve qualified lead evaluator certification, for the 2020-2021 school year, for **Joha Battin, Matthew Berry, Amy Campbell, Shannon Rabideau, Michelle Rawson, Mary Sexton, and Scott Storms.**

Motion carried: 7-0

OLD BUSINESS:

The Board received an update on the District mascot/logo. Upcoming meetings include October 20th and 27th. The Committee anticipates further follow up for the Board's November or December regular meeting.

NEW BUSINESS:

It was moved by L. Morgan, seconded by R. LaFountain to adopt a newly revised academic calendar.

Motion carried: 7-0

The Board discussed the designation of the Voting Delegate and the Alternate Voting Delegate for the NYSSBA Annual Business Meeting, to be held on October 31, 2020. It was then moved by S. Mitchell, seconded by L. Morgan to not select any delegates for the 2020 meeting.

Motion carried: 7-0

The Board discussed dates and times for upcoming policy committee meetings.

EXECUTIVE SESSION: At 7:59 p.m., it was moved by S. Mitchell, seconded by S. Peters to convene in Executive Session to discuss the employment history of a particular person.

Action

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

Motion carried: 7-0

Respectfully,

Sherri Provost
District Clerk