

Peru Central School District  
High School Community Room & Google Meet (COVID-19 Conditions)  
6:00 PM 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, Randolph B. Sapp, School Business Administrator, administrators, faculty, staff and community members.

**CALL TO ORDER:** At 6:06 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 6:06 p.m., it was moved by L. Morgan, seconded by S. Thurber to convene in Executive Session to discuss collective negotiations of the CSEA and PAC, and the appointment and employment history of particular persons.

Motion carried: 7-0

S. Graves left at 7:10 p.m.

**RECONVENE:** At 7:12 p.m., it was moved by S. Peters, seconded by S. Thurber to convene in Regular Session.

Motion carried: 6-0

**PLEDGE OF ALLEGIANCE:** The Pledge was recited.

L. Morgan left from 7:13 - 7:15 p.m.

**CONSIDER APPROVAL OF THE AGENDA:** It was moved by S. Peters, seconded by R. LaFountain to approve the agenda with the following revisions:

REVISE

**2. EXECUTIVE SESSION** - To discuss collective negotiations of the CSEA and PAC, and the appointment and employment history of particular persons.

ADD

**14. CONSENT AGENDA - NEW BUSINESS.**

**F.** Approve continuation of an [agreement](#), which originated in 2013, for Shared Use of Fuel Depot with the Town of Peru effective January 1, 2021.

**G.** 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 the hybrid remote instructional model and fringe 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.

**H.** Adopt the following **RESOLUTION:**

**RESOLVED**, that the Board of Education accept the terms and conditions of a pending Memorandum of Agreement (MOA), with the Peru Administrators' Council (PAC), regarding administrative transfers; 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, with receipt of the final draft to occur at the next regular monthly meeting.

**I.** Adopt the following **RESOLUTION:**

**WHEREAS**, Section 913 of the Education Law empowers the Board of Education to require employees to submit to a medical examination to safeguard the health of children attending public schools; and

**WHEREAS**, during the COVID-19 pandemic, school employees may be required to be tested for the Coronavirus in order to control the spread of Coronavirus; and

**WHEREAS**, medical examinations under Law 913 may need to be conducted on an expedited basis if the District is required to test employees for Coronavirus and employees will not provide consent.

**BE IT THEREFORE RESOLVED**, that the Board hereby requires that employees who are to be tested for Coronavirus and do not provide written consent to the District shall be required to submit to a medical examination under Education Law 913, which examination shall include a Coronavirus test; and

**RESOLVED**, that during the COVID-19 pandemic, the Superintendent of Schools or his designee is authorized on behalf of the Board of Education to direct such medical examinations which include Coronavirus testing of employees, in accordance with this Resolution.

**15. CONSENT AGENDA – PERSONNEL.**

**AA.** [to be inserted before A] [Create](#) a temporary, part-time Deputy Treasurer position, effective February 1, 2021 - a date not to exceed December 31, 2021.

**C.** Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Linda Hart	School Monitor	District	July 1, 2021	X		
Darci Haudberg	Substitute School Monitor	District	January 11, 2021		X	

**D.** Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Susan Wagner	Temporary, Part-Time Deputy Treasurer	District Office	February 1, 2021 - a date not to exceed December 31, 2021	\$34.81/hr	
Judith Racine	Substitute Registered Nurse (RN)	Seton Catholic	October 27, 2020	\$125/day	

Motion carried: 6-0

**CONSIDER APPROVAL OF THE MINUTES:** It was moved by S. Mitchell, seconded by L. Morgan to approve the Minutes of the December 2, 2020 [Special](#) and December 8, 2020 [Regular](#) Meetings, as written and/or amended.

Motion carried: 6-0

**PUBLIC COMMENT:** No comments were presented to the Board.

**RECOGNITION:** The Board:

Recognized the Ticonderoga Area Backpack Program and its president, John Bartlett, for their recent donation to our backpack program. Their generosity is greatly appreciated.

**SUPERINTENDENT'S REPORT:** Topics included construction and COVID-19 updates.

S. Graves returned at 7:21 p.m., during the Superintendent's Report.

**ADMINISTRATOR REPORTS:** The Board:

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

Report/Communication	From	Comments
a. <a href="#">Multi-Year Financial Plan</a>	School Business Administrator	In Accordance with <a href="#">Annual Review</a> .

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 S. Thurber, seconded by R. LaFountain to:

Accept the following reports and communications:

a. <a href="#">Recommendations</a>	Committee on Preschool Special Education	December 2020.
b. <a href="#">Monthly Summary Report</a>	Committee on Special Education	December 2020.
c. Treasurer's Reports	Treasurer	<a href="#">November 2020</a> : 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 General Fund Revenue and Budget Status (ST-3 Sort) as of December 31, 2020, Capital Fund Budget Status as of December 31, 2020. <a href="#">Quarterly Reports</a> : Cafeteria Fund Trial Balance for quarter ended 9/30/20.
d. <a href="#">Board Meeting Minutes</a>	Champlain Valley Educational Services (CVES)	November 18, 2020 Regular Meeting.
e. <a href="#">NYSIR News</a>	NY Schools Insurance Reciprocal	November 2020.
f. <a href="#">NYSIR Legal Digest</a>	NY Schools Insurance Reciprocal	Winter 2020.
g. <a href="#">Recommendations for Payments</a>	District Treasurer	Atlantic Testing - \$7,739.50, S&L Electric 2-02 - \$33,131.25, Steven Fuller 5-04 - \$17,847.55, and Pipeline Mechanical 3-01 - \$67,618.77, 3-02 - \$68,928.81, and 4-02 - \$32,695.67.
h. <a href="#">Capital Project Payments</a>	District Treasurer	Harris Beach - \$2,816.00, Stafford, Owens, et al. - \$39.00, BPD in the amounts of \$4,541.65 and \$2,335.50, and BC&A in the amounts of \$3,844.80, \$1,137.56, \$18,000.77, (\$1,534.79), \$67,587.82 and \$9,129.58.
i. Health & Medical Report	Health/Medical Administrator (HMA)	<a href="#">November</a> and <a href="#">December</a> 2020.
j. <a href="#">Auditor's Quarterly Report</a>	Internal Claims Auditor	As of December 31, 2020.

Motion carried: 7-0

**CONSENT AGENDA – NEW BUSINESS:** It was moved by S. Graves, seconded by S. Peters 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 2021	Multi District-Funded Transportation	District Bus
Multiple Venues	Tournaments, Games, Scrimmages/Practices	Athletes	February 2021	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 \$412,751.32.

Approve [removal of items](#) from the fixed inventory list.

Establish the [mileage rate](#) reimbursement at 56 cents per mile driven effective January 1, 2021, to coincide with the current IRS standard mileage rate, for employees who use their own personal vehicle for official business.

Accept the following donation:

Donor	Donation	Value	Purpose
Ticonderoga Area Backpack Program, Inc.	Monetary	\$1,649.00	Backpack Program.

Approve continuation of an agreement, which originated in 2013, for Shared Use of Fuel Depot with the Town of Peru effective January 1, 2021.

Adopt the following **RESOLUTION**:

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Adopt the following **RESOLUTION**:

**WHEREAS**, Section 913 of the Education Law empowers the Board of Education to require employees to submit to a medical examination to safeguard the health of children attending public schools; and

**WHEREAS**, during the COVID-19 pandemic, school employees may be required to be tested for the Coronavirus in order to control the spread of Coronavirus; and

**WHEREAS**, medical examinations under Law 913 may need to be conducted on an expedited basis if the District is required to test employees for Coronavirus and employees will not provide consent.

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**RESOLVED**, that during the COVID-19 pandemic, the Superintendent of Schools or his designee is authorized on behalf of the Board of Education to direct such medical examinations which include Coronavirus testing of employees, in accordance with this Resolution.

Motion carried: 7-0

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

[Create](#) a temporary, part-time Deputy Treasurer position, effective February 1, 2021 - a date not to exceed December 31, 2021.

Establish a sick leave bank for **Kayli Lawton**, through PAT, effective January 2021, corresponding to full documentation.

Establish a sick leave bank for **Daniele Wrisley**, through CSEA, effective January 2021, corresponding to full documentation.

Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
<b>Michele Duprey</b>	Substitute Teaching Assistant	District	December 8, 2020		X	
<b>Raymond Atkinson Jr</b>	Bus Driver	District	January 5, 2021	X		
<b>Hunter Bruno</b>	Permanent Building Substitute (PBS) Teacher	District	December 18, 2020		X	
<b>Betty Shick</b>	School Monitor	District	January 15, 2021	X (ERS)	X (Peru CSD)	
<b>Michelle LeClair</b>	Account Clerk	District	December 23, 2020		X	
<b>Andrea Archer</b>	School Monitor, School Bus Monitor	District	December 21, 2020		X (to accept a food service helper position)	
<b>Deborah Jandreau</b>	Food Service Helper	District	December 31, 2020	X (ERS)	X (Peru CSD)	
<b>Thomas Harrigan, James Jefferson, Margaret Tolosky</b>	Athletics Program Support Staff	Athletics	December 23, 2020			X
<b>Linda Hart</b>	School Monitor	District	July 1, 2021	X		
<b>Darci Haudberg</b>	Substitute School Monitor	District	January 11, 2021		X	

Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
<b>Elizabeth Gould</b>	Permanent Building Substitute (PBS) Teacher	Elementary	January 4 - June 30, 2021	\$120/day	
<b>Monica McColgan</b>	School Monitor	District	December 15, 2020	\$12.50/hr (step 1)	2.75 hrs/day, Elementary

					assignment currently, replacing Almaguer (resigned)
<b>Kelly Bell</b>	School Bus Driver	District	December 21, 2020	\$43,609, prorated	Change from 2-run SW to 4-run, replacing Milligan (resigned)
<b>Kellylynn Watson</b>	School Bus Driver	District	December 21, 2020 - January 4, 2021	\$36,176, prorated	Change from 2-run to 2-run SW, replacing Bell
<b>Kellylynn Watson</b>	School Bus Driver	District	January 5, 2021	\$43,609, prorated	4-run, replacing Atkinson
<b>Michele Patnode</b>	School Bus Driver	District	December 21, 2020	\$21,805, prorated	2-run, replacing Pfohler/Watson
<b>Keith Kimble</b>	Guard	District	December 14, 2020	\$14.08/hr	Increase from 17.5 hrs/wk to 29.5 hrs/wk
<b>John Mayville</b>	School Bus Monitor	District	January 4, 2021	\$12.50/hr (step 1)	9.5 hrs/wk, replacing Archer (resigned)
<b>Paul Karkoski</b>	Bus Driver	District	January 5, 2021	\$21,805, prorated	2-run, replacing Knight (transfer)
<b>Andrea Archer</b>	Food Service Helper	District	December 15, 2020	\$12.50/hr (step 1)	2.25 hrs/day, replacing Mowers/increase in program hrs
<b>Andrea Archer</b>	Temporary Food Service Helper	District	December 21, 2020	\$12.50/hr (step 1)	2.75 hrs/day, replacing Lamica (on leave), contingent upon completion of 22 days in this assignment
<b>Susan Wagner</b>	Temporary, Part-Time Deputy Treasurer	District Office	February 1, 2021 - a date not to exceed December 31, 2021	\$34.81/hr	
<b>Judith Racine</b>	Substitute Registered Nurse (RN)	Seton Catholic	October 27, 2020	\$125/day	

Tentatively approve Appendix B coaching appointments for the 2020-2021 sports seasons, as follows:

Employee	Position	Compensation
<b>Gary Edwards</b>	Varsity Wrestling	1.1
<b>Michael Carter</b>	Asst. Varsity Wrestling	0.69

<b>Christopher Burdash</b>	Jr. Varsity Boys' Basketball	0.69
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Re-appoint the following individuals to the athletics program positions (as needed/assigned) of videographer, site coordinator, public announcer, ticket taker, public announcer, and timer/scoreboard or clock operator/scorekeeper, with compensation pursuant to the Athletics Program Support Staff Salary Chart: **Matthew Armstrong, Diana Bartholomew, Amanda Brown, Ricky Bruce, Eric Caron, Jeanne Caron, John Clemons, Dean DeLano, Amy Dermody, Sharon Devan, Gary Edwards, Christina Fray, Teresa Hart, Richard Hathaway II, Sharon Hewston, Tammy Joy, Keith Kimble, Beth-Ann Lozier, Ethan Luoma, Brian Marino, Wendy Meyers, Ryon O'Connell, Yukie Ottinger, William Pafford, Carrie Pierson, Tracy Posada, Fontilla Richardson, Kathleen Roach, Lisa Sartwell, Christopher Urban, Kathryn Vincelette, and Melissa Wright.**

Motion carried: 7-0

**OLD BUSINESS:** It was moved by R. LaFountain, seconded by S. Thurber to:

Postpone discussion of the District athletics/sports logo.

Motion carried: 7-0

**ADJOURN:** At 8:44 p.m., it was moved by S. Graves, seconded by S. Thurber to adjourn.

Motion carried: 7-0

Respectfully,

Sherri Provost  
District Clerk