

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

**ROLL CALL:**

Ms. Sarah Graves - present  
 Mr. Mark Hamilton – present  
 Ms. Sarah Mitchell - present  
 Ms. Linda Morgan -absent  
 Mr. Steven Peters – present  
 Mr. Scott Thurber – present

**ALSO PRESENT:** Scott Storms, Interim Superintendent of Schools, Mr. Randolph B. Sapp, School Business Administrator, Dr. Mark Davey and Ms. Julie Jolicoeur of CVES/BOCES, administrators, faculty/staff, and community members.

**CALL TO ORDER:** At 6:02 p.m., it was moved by S. Mitchell, seconded by S. Graves to call the meeting to order.

Motion carried: 6-0

**EXECUTIVE SESSION:** At 6:02 p.m., it was moved by S. Mitchell, seconded by S. Thurber to convene in Executive Session to discuss a [superintendent search](#), collective negotiations of the PAT & PAC, [proposed litigation](#), employment history of particular persons, and matters leading to the employment/appointment 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 reconvene into Regular Session.

Motion carried: 6-0

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

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

**ADD****15. CONSENT AGENDA - PERSONNEL.**

L. Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Amanda Rice	Per Diem Substitute Teacher	District	October 12, 2021	\$90/day	
Amanda Rice	Permanent Building Substitute (PBS) Teacher	Elementary	November 3, 2021 - June 30, 2022	\$120/day	
Michele Patnode	Substitute School Monitor	District	November 8, 2021	\$12.50/hr (step 1)	Also a bus driver

<b>Michael Beshures</b>	0.2 FTE Technology Education Teacher	Secondary	2021-2022 school year	\$54,387 (step 8, base col 1), prorated @ 20%	Extra Duty assignment, pending MOA approval
<b>Thomas Tregan</b>	Tregan, who is Permanently certified in the School Administrator/ Supervisor and Physical Education areas, is hereby appointed to the non-probationary position of Full-Time Interim Program Administrator/Elementary Co-Principal. This service will not be credited toward tenure.	District	November 9, 2021 - January 2, 2022	\$450/day	Elementary assignment currently, replacing Sexton (leave), pending an Employment Agreement

**N.** Authorize a leave of absence (LOA) with pay, for Co-Principal/Program Administrator **Mary Sexton**, effective November 8, 2021 - January 2, 2022, corresponding to full documentation.

**O.** Adopt the following **RESOLUTION**:

**RESOLVED**, that the Board accept the terms and conditions of an Employment [Agreement](#) with **Thomas Tregan**, and take all actions necessary on behalf of the Employer in effectuating the terms of the Agreement.

**REVISE**

**L.** Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Ashley Kostyk	Substitute Teacher Aide	District	October 14, 2021	\$12.61/hr (step 1)	Also a school monitor, should not exceed a combined 8 hrs/day in all positions

**ADD**

**17. NEW BUSINESS.**

**C.** Discuss and determine action related to funding for the January 2022 HMUN [field trip](#) below.

**D.** Authorize a field trip as follows\*:

Location	Event	Participants	Dates	Funding	Transportation
Boston Sheraton and Marriott, Boston, MA	69th Session of Harvard Model United Nations (HMUN)	Approximately 12 High School Students	January 27 - 30, 2022	TBD	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.

Motion carried: 6-0

**CONSIDER APPROVAL OF THE MINUTES:** It was moved by S. Mitchell, seconded by M. Hamilton to approve the Minutes of the September 21, 2021 [Special](#) and October 19, 2021 [Regular Monthly](#) Meetings, as written and/or amended/corrected.

Motion carried: 6-0

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

**RECOGNITION:** The Board:

Recognized the Varsity Football Team, Peru Football Booster Club, and Coach Ryon O'Connell for their recent [donation and delivery](#) of a food/gift card care package for a family of an opposing team.

Acknowledged Elementary PreK-2 faculty and staff for coordinating a [pumpkin patch](#) and associated activities to our students as part of fall festivities.

Recognized all Peru CSD faculty and staff during American Education Week, which is being celebrated from November 15th - 19th this year. Last year and this year, American Education Week is more important than ever, as educators and support professionals work tirelessly to keep student learning on track amid a pandemic. Public schools are the cornerstone of our communities. During American Education Week, we celebrate public education and show our appreciation for the men and women who make a difference in students' lives every day.

**SUPERINTENDENT'S REPORT:** Topics included a [superintendent search](#), 20-21 [independent audit](#), [strategic plan](#) and district-related goals, welcoming Interim Principal T. Tregan, and a construction update.

The Board heard from the Peru Association of Teachers (PAT) faculty association as per Article 4.8 of the Collective Bargaining Agreement.

**ADMINISTRATOR REPORTS:** The Board:

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

Report/Communication	From	Comments
a. Buildings & Grounds	Director of Facilities	Accomplishments & Challenges during the start of the new school year.
b. <a href="#">Elementary Festivities</a>	Elementary Co-Principal	<a href="#">Fall 2021.</a>

**13. CONSENT AGENDA – REPORTS AND COMMUNICATIONS:** It was moved by S. Peters, seconded by S. Thurber to:

Accept/Approve the following reports and/or communications:

Report/Communication	From	Comments
a. <a href="#">Recommendations</a>	Committee on Preschool Special Education	October 2021.
b. <a href="#">Monthly Summary Report</a>	Committee on Special Education	October 2021.
c. <a href="#">Treasurer's Report</a>	Treasurer	<u>September 2021:</u> General Fund (A200) General Fund Money Market TD Bank (A2001), Employee Benefit Reserve (A2302), Employee Retirement Reserve (A2303), School Lunch Fund (C200), Payroll Account (TA200/A200PAY), Capital Fund (H200), Capital Fund Investment (H2001) Employees Cafeteria Plan (A2007), Student Payments (A2006), Debt Service (V230), <a href="#">Proceeds</a> from External Sources, General

		Fund Revenue and Budget Status (ST-3 Sort) as of October 29, 2021, Capital Fund Budget Status as of October 29, 2021, <a href="#">Quarterly Reports</a> : Grants Expenditures for the quarter ended 9/30/21, General Fund actual to budget comparison of year 21-22 to 20-21 for the quarter ended 9/30/21, General Fund budget status detail as of 9/30/21.
d. <a href="#">Board Meeting Minutes</a>	Champlain Valley Educational Services (CVES)	September 8, 2021 Regular Meeting.
e. <a href="#">Recommendations for Payments</a>	BCA Architects & Engineers	Atlantic Testing - \$650.00, Atlantic Testing - \$2,842.00, C&S Companies - \$23,509.65, Fuller Excavating 5-07 - \$53,545.80, Murnane 1-11 - \$185,244.63, S&L Electric 2-12 - \$27,733.39, Pipeline Mechanical 3-12 - \$14,511.06, Pipeline Mechanical 4-12 - \$7,039.50, Bast Hatfield 1-05 - \$239,923.34, K&L Plumbing 3-04 - \$38,843.93, K&L Plumbing 4-04 - \$27,035.57.
f. <a href="#">Capital Project Payments</a>	Treasurer	BPD - \$1,402.75, Bernier, Carr & Associates - \$9,346.01, Bernier, Carr & Associates - \$24,148.04, Stafford, Owens, Piller, Murnane, Kelleher & Trombley PLLC - \$1,250.50.
g. <a href="#">NYSIR Legal Digest</a>	NY Schools Insurance Reciprocal	Autumn 2021.
h. <a href="#">Health &amp; Medical Report</a>	Health/Medical Administrator (HMA)	October 2021.
i. <a href="#">Notice of Public Hearing</a>	County of Clinton Industrial Development Agency	November 10, 2021.
j. <a href="#">Program &amp; Services Guide</a>	CVES	2022-2023.
k. <a href="#">Intent to Fill Vacancy</a>	CVES	10-Day Notice.

Motion carried: 6-0

**CONSENT AGENDA – NEW BUSINESS:** It was moved by S. Mitchell, seconded by S. Graves to:

Authorize field trips as follows\*:

Location	Event	Participants	Dates	Funding	Transportation
Multiple Venues	Tournaments, Games, Scrimmages/Practices	Athletes	December 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 2021-2022 school year for the General Fund, totaling \$41,500.00.

Approve [removal of items](#) (buses and item exceptions from the August 2021 Questar III BOCES inventory) from the fixed inventory list.

Approve the 2021-2022 Application(s) for Corrected [Tax Roll](#) as recommended by the Clinton County Director of Real Property:

Owner	Parcel ID	Reason	Impact
Robert W. McCarrell	255-2-62	Clerical Error	\$1,031.68

Accept tax collectors' [reports](#) and forward unpaid taxes to the County for collection for the school year 2021-2022.

Adopt the following **RESOLUTION**:

**RESOLVED**, that the Board of Education accept the Independent [Audit Report](#) for fiscal year 2020-2021, as reviewed by the Board's Audit Committee.

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

Adopt the following **RESOLUTION**:

**RESOLVED**, that the Board of Education of the Peru Central School District endorse [Marque Moffett](#) for the vacant seat on the Clinton-Essex-Warren-Washington Board of Cooperative Educational Services (Champlain Valley Educational Services) Board, previously held by Scott Thurber.

Motion carried: 6-0

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

Authorize a leave of absence (LOA) without pay as needed, effective October - December 2021, for Custodial Worker **Shirley Hemingway**, corresponding to full documentation.

Authorize a leave of absence (LOA) without pay as needed, effective October - December 2021, for Custodial Worker **Roger Case**, corresponding to full documentation.

Authorize a leave of absence (LOA) without pay as needed, effective October - December 2021, for Automotive Mechanic **Kevin Martino**, corresponding to full documentation.

Authorize 2021-2022 professional development work hours for district faculty for up to three (3) particular [book studies](#), at a rate of \$30 per hour.

Utilize a 'planning for adversity' teaching position within the 2021-2022 budget, with placement in the Special Education Program.

Change Teacher Aide **Lia Hemingway**'s effective date from September 27, 2021 to October 14, 2021.

Change Substitute Teacher Aide **Michael Mitchell**'s effective date from September 23, 2021 to September 9, 2021.

Create up to six (6) temporary, part-time (2 - 4 hours per day) Teacher Aide positions in the buildings & grounds program, for the 2021-2022 school year, at an hourly rate equal to each specific employee's regular rate of pay. Establish an employee reimbursement rate of \$16.20 per CPR Certification Course for coaches. This rate partially replaces the prior costs of supplying a trainer for the courses.

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 Interim Superintendent of Schools to execute such Agreement and take all actions necessary on behalf of the Employer in effectuating the terms of the Agreement.

Grant tenure for:

Employee	Area	Effective Date
Rebecca Coryea	Elementary	January 22, 2022

Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Jaylene Rockhill	Typist	District	October 12, 2021		X	
Roger O'Connell	Custodial Worker	District	September 24, 2021		X	

Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Tia Nephew	Teacher Aide	District	November 2, 2021	\$12.61/hr (step 1)	6.5 hrs/day, Secondary assignment currently, newly created
Erin Canning-O'Neill, Tricia Thurber, Melissa Wright	Home Teaching Instructor	District	September 7, 2021	\$30/hr	
Robert Brasse	Substitute Automotive Mechanic	District	October 4, 2021	\$15.55/hr	
Donna Lewis	Substitute Typist	District	October 25, 2021	\$12.50/hr	
Monica McColgan	Substitute Custodial Worker	District	September 30, 2021	\$12.50/hr (step 1)	Also a monitor, should not exceed a combined 8 hrs/day in all positions
Ashley Kostyk	Substitute Teacher Aide	District	October 14, 2021	\$12.61/hr (step 1)	Also a monitor, should not exceed a combined 8 hrs/day in all positions
Catherine Stocum	Food Service Helper	District	October 18, 2021	\$12.50/hr (step 1)	4 hrs/day, also a bus monitor, should not exceed a combined 8 hrs/day in all positions
Sharon Rocque	Typist	District	November 1, 2021	\$23,347 (step 4, prorated at \$14.15/hr)	3.75 hours per day, Elementary assignment currently, newly created
Susan Wagner	Temporary, Part-Time Deputy Treasurer	District Office	January 1 - March 31, 2022	\$34.81/hr	

<b>Joseph Graziane</b>	Substitute School Bus Driver	District	October 25, 2021	70% of appointed bus driver per run rate (based on 200 days), \$15.97/hr for training/testing	
<b>Amanda Rice</b>	Per Diem Substitute Teacher	District	October 12, 2021	\$90/day	
<b>Amanda Rice</b>	Permanent Building Substitute (PBS) Teacher	Elementary	November 3, 2021 - June 30, 2022	\$120/day	
<b>Michele Patnode</b>	Substitute School Monitor	District	November 8, 2021	\$12.50/hr (step 1)	Also a bus driver
<b>Michael Beshures</b>	0.2 FTE Technology Education Teacher	Secondary	2021-2022 school year	\$54,387 (step 8, base col 1), prorated @ 20%	Extra Duty assignment, pending MOA approval
<b>Thomas Tregan</b>	Tregan, who is Permanently certified in the School Administrator/ Supervisor and Physical Education areas, is hereby appointed to the non- probationary position of Full- Time Interim Program Administrator/Elementary Co-Principal. This service will not be credited toward tenure.	District	November 9, 2021 - January 2, 2022	\$450/day	Elementary assignment currently, replacing Sexton (leave), pending an Employment Agreement

Approve Appendix B appointments for coaching and/or sport-related activities, and other activities, for the 2021-2022 sports seasons/school year, at the current base rate/pay of \$3,996, paid in proportion to the percentages listed, as follows:

Employee	Position	Compensation	Employee	Position	Compensation
<b>Gary Guay, Richard Hathaway</b>	National Science Honor Society Advisor	0.33 each	<b>Darcy Rabideau</b>	Grades 7-8 Math Counts/ Computer Advisor	<u>0.2</u>
<b>Lauren LaValley</b>	Positive School Environment Team (PSET), grades 6-8	0.474	<b>Catherine Butts</b>	SAVE Advisor	0.6

<b>Eric Dubay</b>	Varsity Girls' Basketball Coach	<u>1.1</u>	<b>Meghan Lawliss</b>	Asst. Varsity Girls' Basketball Coach	0.35
<b>William Pafford</b>	Jr., Varsity Girls' Basketball Coach	0.69	<b>Christopher Burdash</b>	Modified A Girls' Basketball Coach	0.495
<b>Travis Gorham</b>	Varsity Boys' Basketball Coach	<u>1.1</u>	<b>Lucas Perez</b>	Asst. Varsity Boys' Basketball Coach	0.35
<b>Noah Bowes</b>	Jr. Varsity Boys' Basketball Coach	0.69	<b>Jacob Mossey</b>	Modified A Boys' Basketball Coach	0.495
<b>Jason Finlaw, Mike Gremis</b>	Winter Track Coach	0.35 each	<b>Jocelyn Hart</b>	Basketball Cheerleading	0.495
<b>David Thomas</b>	Varsity Wrestling Coach	1.1	<b>Gary Edwards</b>	Asst. Varsity Wrestling Coach	0.69
<b>Michael Seymour</b>	Jr. Varsity Wrestling Coach	0.69	<b>David Mendofik, Richard Bowman</b>	Bowling Coach	0.495 each

Authorize a leave of absence (LOA) with pay, for Co-Principal/Program Administrator **Mary Sexton**, effective November 8, 2021 - January 2, 2022, corresponding to full documentation.

Adopt the following **RESOLUTION**:

**RESOLVED**, that the Board accept the terms and conditions of an Employment [Agreement](#) with **Thomas Tregan**, and take all actions necessary on behalf of the Employer in effectuating the terms of the Agreement.

Motion carried: 6-0

**OLD BUSINESS:** It was moved by S. Mitchell, seconded by M. Hamilton to:

Approve the [revised Agreement](#) with Cornell Cooperative Extension (CCE) Clinton County, regarding the PACE Extended Day Program.

Motion carried: 6-0

**NEW BUSINESS:**

The Board discussed establishing a timetable for recruitment of a successor Superintendent of Schools. The Board will collaborate with CVES on the timeline, process, and inclusion of stakeholder committees, in accordance with Policy #2000, Board Operational Goals. It was then moved by S. Thurber, seconded by S. Peters to finalize the timetable at an upcoming meeting.

Motion carried: 6-0

The Board discussed 2021-2022 snow days, delays, and/or early releases. It was then moved by S. Mitchell, seconded by S. Peters to task the Interim Superintendent with surveying individuals/other local districts, and to revisit this item at the next regular monthly meeting.

Motion carried: 6-0

The Board discussed funding for the proposed January 2022 HMUN [field trip](#). It was then moved by S. Thurber, seconded by S. Peters to authorize the field trip as follows\*:



Location	Event	Participants	Dates	Funding	Transportation
Boston Sheraton and Marriott, Boston, MA	69th Session of Harvard Model United Nations (HMUN)	Approximately 12 High School Students	January 27 - 30, 2022	Fundraising and Use of up to \$9,000.00 in District funds	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.*

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

**EXECUTIVE SESSION:** At 8:20 p.m., it was moved by S. Mitchell, seconded by S. Peters to enter into Executive Session to discuss the employment history of particular person(s).

Motion carried: 6-0

**RECONVENE and ADJOURN:** At 9:25 p.m., it was moved by S. Thurber, seconded by S. Graves to reconvene into Regular Session and to adjourn the meeting.

Motion carried: 6-0

Respectfully,

Sherri Provost  
District Clerk