

Peru Central School District
 17 School Street, Peru, NY 12972
 High School Community Room
 6:00 PM 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 -present (7:11 p.m. arrival)
 Mr. Steven Peters – present (7:11 p.m. arrival)
 Mr. Scott Thurber – absent

ALSO PRESENT: Scott Storms, Interim Superintendent of Schools, Mr. Randolph B. Sapp, School Business Administrator, administrators, faculty/staff, and community members.

CALL TO ORDER: At 6:01 p.m., it was moved by S. Mitchell, seconded by S. Graves to call the meeting to order.
 Motion carried: 4-0

EXECUTIVE SESSION: At 6:01 p.m., it was moved by S. Graves, seconded by S. Mitchell to convene in Executive Session to discuss superintendent evaluations; and the employment history, and matters leading to potential discipline and appointment, of particular person(s).
 Motion carried: 4-0

RECONVENE: At 7:05 p.m., it was moved by S. Graves, seconded by S. Mitchell to convene in Regular Session.
 Motion carried: 4-0

PLEDGE OF ALLEGIANCE: The Pledge was recited.

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

REMOVE

7. CONSIDER APPROVAL OF THE MINUTES of the September 21, 2021 Special Meeting

10. SUPERINTENDENT’S REPORT – 20-21 independent audit

14. CONSENT AGENDA – NEW BUSINESS.

I. 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.

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

ADD

15. CONSENT AGENDA - PERSONNEL.

A. Ginene Mason

G. Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Scott Storms	Interim Superintendent of Schools	District	October 1, 2021	\$135,000, prorated, plus \$150 per day stipend	Was Acting Superintendent of Schools

H. Approve appointments for Grade Level, Departmental, and District Coordinators for the 2021-2022 and 2022-2023 school years, corresponding to Appendix A/B, as follows:

Employee	Position	Compensation	Employee	Position	Compensation
Sharon Devan & Nicole Morse (6-12)	Building Level S-BIT Facilitator	\$2,677.32, divided equally	Carrie Pierson	Mathematics	\$3,714.23
Keryn Rafferty (K-2), Sondra Roy (3-5)	Building Level S-BIT Facilitator	\$2,677.32 each	Catherine Butts	Science	\$3,714.23
Timothy Loughan	Guidance Coordinator	\$3,714.23	Eric Dubay	English	\$3,714.23
Kathleen Lawliss	Social Studies	\$3,714.23	Tricia Thurber	6th Grade	\$3,121.20

I. Approve Appendix B other activities appointments for the 2021-2022 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
Christopher Urban	Accompanist	0.25	Melissa Wright	Adventure Club Advisor	0.4
Jeanne Caron	After Prom Party Coordinator	0.15	Emily Allen, Rachel Hill, Todd Pray, Christopher Urban, Megan Yonteff	Special Programs	0.03 each (up to 9 total), as assigned/authorized
John Mitchell III (Elementary), Christopher Urban (Jr/Sr High)	Audio-Visual Director	0.26, 0.4	Meghan Matthews	Broadway Musical Choreographer	0.2
Todd Pray, Christopher Urban	Broadway Musical Director	0.4 each	Sharon Luck, Fontilla Richardson	Butterfly Effect	0.474, divided equally
Christopher Urban	Chorus Select	0.45	Jeanne Caron & John Clemons (Senior Class), Dana Atwood & Beth-Ann Lozier (Junior Class), Tracey Houle & Melissa Wright (Sophomore Class), Angell Hicks & Amy Dermody (Freshman Class)	Class Advisor	0.66 each, 0.66 each, 0.33 each, 0.33 each
Nikki Hilchey, Christopher Urban	Drama Club Advisor	0.4 each	Amy Rabideau, Tricia Thurber	Student Council Advisor & Asst Advisor (Grades 6-8)	0.32 & 0.16, divided equally
Meghan Matthews	Elementary Yearbook	0.275	Karen Lash	Entrepreneurship Club	0.66

Sarah Henley, Bernadette Nolan	Yoga Club	0.275, divided equally	Brian Marino	Graphing Calculator Coordinator	0.33
Peter McCormick	Harvard and North Country Model U.N. Coordinator	0.35	Bruce Beauharnois, Ethan Depo, Kathleen Lawliss	Harvard and North Country Model U.N. Co-Advisor	0.25 each
Beth-Ann Lozier (Grades 9-12), Amy Dermody (Asst Grades 9-12)	Student Council Advisor	0.32, 0.16	Todd Pray	Jazz Band	0.375
Aubrey Buker	LOTE Club	0.4	Todd Pray	Marching Band Director	0.33
John Mitchell III	Multi-Media Club (Elementary)	0.4	Tracey Trombley	National Art Honor Society Advisor	0.33
Jeanne Caron	National Honor Society Advisor	0.33	Gregory Badger	National Jr Art Honor Society	0.275
Connie Markowicz, Sarah Gardner-Delong	Yearbook Advisor	0.9, divided equally	Aubrey Buker	Pet and Animal Club Advisor	0.275
Sarah Kelley (3-5), Tracey Trombley (9-12)	Positive School Environment Team (PSET)	0.474 each	Michael Beshures	REACH Club Advisor	0.275
Leif Sorgule	Robotics Club	0.625	Dean DeLano	E-Sports Advisor	0.8
Shane Porter	Help Desk Advisor	0.4	Jennifer LaDue, Tierra Jaquish (PreK-2)	Positive School Environment Team (PSET)	0.474, divided equally

Motion carried: 4-0

PUBLIC COMMENT: No comments were presented to the Board.

CONSIDER APPROVAL OF THE MINUTES: It was moved by S. Mitchell, seconded by S. Graves to approve the Minutes of the September 14, 2021 [Regular Monthly](#) Meeting, as written and/or amended/corrected.

Motion carried: 4-0

RECOGNITION: The Interim 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, October 18-22, 2021 was recognized as School Board Recognition Week.

SUPERINTENDENT'S REPORT: Topics included a [construction update](#), COVID-19 testing, strategic plan, and CVES Board vacancy.

L. Morgan and S. Peters arrived at 7:11 p.m., during the superintendent's report.

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. Middle/High School Update	MS/HS Principals	Nighthawk News

CONSENT AGENDA – REPORTS AND COMMUNICATIONS: It was moved by S. Peters, seconded by L. Morgan to: Accept/Approve the following reports and/or communications:

Report/Communication	From	Comments
a. Recommendations	Committee on Preschool Special Education	September 2021.
b. Monthly Summary Report	Committee on Special Education	September 2021.
c. Treasurer's Report	Treasurer	August 2021 : 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), Proceeds from External Sources – September 2021, General Fund Revenue and Budget Status (ST-3 Sort) as of September 30, 2021, Capital Fund Budget Status as of September 30, 2021.
d. Board Meeting Minutes	Champlain Valley Educational Services (CVES)	August 18, 2021 Regular Meeting.
e. Recommendations for Payments	BCA Architects & Engineers	Atlantic Testing - \$5,056.11, Atlantic Testing - \$18,542.07, C&S Companies - \$23,509.65, Fuller Excavating 5-05 - \$73,737.28, Fuller Excavating 5-06 - \$121,647.89, Murnane 1-10 - \$272,591.19, S&L Electric 2-11 - \$62,949.85, Pipeline Mechanical 3-11 - \$14,785.95, Pipeline Mechanical 4-11 - \$15,440.35, Bast Hatfield 1-02 - \$16,458.30, Bast Hatfield 1-03 - \$360,366.35, Bast Hatfield 1-04 - \$412,737.00, K&L Plumbing 3-03 - \$86,631.39, K&L Plumbing 4-03 - \$37,854.18, Weydman Electric 2-04 - \$33,905.50.
f. Capital Project Payments	Treasurer	Bernier, Carr & Associates - \$16,995.53, Bernier, Carr & Associates - \$17,388.62, BPD - \$1,255.15.
g. NYSIR News	NY Schools Insurance Reciprocal	August 2021.
h. Health & Medical Report	Health/Medical Administrator (HMA)	September 2021.
i. Quarterly Report	Claims Auditor	As of September 30, 2021.

Motion carried: 6-0

14. CONSENT AGENDA – NEW BUSINESS: It was moved by S. Mitchell, seconded by S. Peters to:
Authorize field trips as follows*:

Location	Event	Participants	Dates	Funding	Transportation
Multiple Venues	Tournaments, Games, Scrimmages/Practices	Athletes	November 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 \$416,833.34.

Approve [removal of items](#) (truck, mower, smartboards) from the fixed inventory list.

Authorize continuation of an [agreement/contract](#) with Adirondack Helping Hands, effective September 1, 2021 - June 24, 2022, for services for preschool special education.

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 Medical Remote 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.

Authorize the District to utilize non-profit national governmental purchasing cooperative 1GPA for appropriate materials/supplies and/or services.

Authorize continuation of an [agreement](#) with Northeastern Clinton Central School District (NCCS), for the 2021-2022 school year, to provide direct consultant services for a student.

Authorize continuation of an [agreement](#) with Plattsburgh City School District, for the 2021-2022 school year, to provide direct consultant services for a student.

Recommend awarding the sale of the surplus school buses to the highest bidder based on the [bid sheets](#) provided by Auctions International. However, if the highest bidder doesn't honor their commitment, it is further recommended that the school bus is automatically awarded to the next highest bidder.

Adopt the following **RESOLUTION**:

RESOLVED, that the Board of Education accept the terms and conditions of a Revised [Memorandum of Agreement](#) (MOA) with the Peru Association of Teachers (PAT) regarding Appendix B Music Related & Other Activities; 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.

Motion carried: 6-0

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

Approve qualified lead evaluator certification, for the 2021-2022 school year, for **Joha Battin, Matthew Berry, James Manchester, Ginene Mason, Stephanie Murphy** (pending certification), **Shannon Rabideau, Mary Sexton, Sara Simon-Shult, and Scott Storms**.

Establish a CSEA sick leave bank for custodial worker **Shirley Hemingway** effective September 2021, corresponding to full documentation.

Authorize a paid/unpaid leave of absence, as accumulated leave balances allow, for teacher **Sarah Cramer**, effective September 2021 - approximately December 2021, corresponding to full documentation.

Authorize a paid/unpaid leave of absence, as accumulated leave balances allow, for teacher **Nicholas Damiani**, effective October 18, 2021 - approximately November 15, 2021, corresponding to full documentation.

Create three (3) part-time typist positions 18.5 hrs/wk to assist school nurses with COVID-19 related attendance checks, record keeping and contact tracing.

Based on [evidence](#) that **Craig Duprey** has both achieved tenure in Elementary Education and has received an APPR rating for his final year of service in his previous district, authorize that the timeframe of his probationary appointment be amended from four years to three years. His probationary appointment (for Elementary Teacher) is now anticipated to end on August 27, 2022.

Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Bennett Reavis	Per Diem Substitute Teacher	District	September 23, 2021			X
Thomas Palmer	Superintendent of Schools	District	October 1, 2021		X	
Maribel Kirkpatrick	Teacher Aide	District	September 6, 2021		X	
Michael Grems	School Bus Monitor and School Monitor	District	October 6, 2021		X (to accept aide position)	
Heather Rabideau	Permanent Building Substitute (PSB) Teacher	Elementary	September 1, 2021		X	
Sophia McBride	Teacher Aide	District	September 27, 2021		X	
Mary Martineau	Teacher Aide	District	October 4, 2021		X	
John Mayville	School Monitor	District	September 8, 2021		X	
Richard Wells	Substitute School Bus Driver, Substitute Automotive Mechanic	District	October 5, 2021			X

Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Olivia Alsdorf, Paige Barcomb, Catherine Butts, Jeanne Caron, Sharon Devan, Francine LaPorte	Medical Remote Instruction	Secondary	2021-2022 school year	Teachers base pay/200/7.5 per hour	
Carrie Pierson	Medical Remote Instruction Substitute	District	2021-2022 school year	Teachers base pay/200/7.5 per hour	
Catherine Butts, Jeanne Caron,	Home Teaching Instructor	District	September 7, 2021	\$30/hr	

Francine LaPorte, Carrie Pierson, Michele Polhemus, Amy Rabideau, Catherine Sample, Megan Zmijewski					
Zoe Porter	Porter, who is not currently certified in any areas, is hereby appointed to the non-probationary position of Long Term Substitute (LTS) 1.0 FTE Teaching Assistant. This service will not count toward tenure	District	September 24, 2021 - a date not to exceed June 30, 2022	\$24,273 (step 1), prorated	Pending a Feinerman Agreement, contingent upon completion of 30 days in the same assignment, Elementary assignment currently, newly created
Lia Hemingway	Teacher Aide	District	September 27, 2021	\$12.61/hr (step 1)	6 hrs/day, Elementary assignment currently, replacing McBride (resigned)
Timmy Aubin	Bus Driver	District	September 13, 2021	\$10,902, prorated	1 run, abbreviated schedule
Carsten Davis	Bus Driver	District	September 13, 2021	\$10,902, prorated	1 run, abbreviated schedule
Jennifer Llewellyn	Substitute Food Service Helper	Food Service	September 15, 2021	\$12.50/hr	
Zetra Bruso	Registered Nurse (RN)	District	October 4, 2021	\$47,697 (step 2), prorated	Full-Time (1.0 FTE), newly created
Michael Rascoe	Substitute Bus Driver	District	September 27, 2021	70% of appointed bus driver per run rate for run(s), \$15.97/hr for testing/training	
Bridget Gainer	Substitute Teacher Aide	District	September 23, 2021	\$12.50/hr	
Bridget Gainer	Teacher Aide	District	October 5, 2021	\$12.61/hr (step 1)	6.5 hrs/day, Secondary assignment currently, newly created

Jacob Gerhardt	Bus Driver	District	September 13, 2021	\$10,902, prorated	1-run, abbreviated schedule
Lindsay Mesec	Substitute Bus Driver	District	September 27, 2021	70% of appointed bus driver per run rate for run(s), \$15.97/hr for testing/training	
Joey Rice	Substitute Bus Driver	District	August 27, 2021	70% of appointed bus driver per run rate for run(s), \$15.97/hr for testing/training	
Michael Gremis	Teacher Aide	District	October 6, 2021	\$12.83/hr (step 2)	6.5 hrs/day, Secondary assignment currently, replacing Martineau (resigned)-
Parker LaBounty	Substitute Custodial Worker	District	September 16, 2021	\$12.50/hr	
Nicholas Bushey	Custodial Worker	District	September 14, 2021	\$12.50/hr (step 1)	replacing Desotell (retired)
Nicole Bresett	Prekindergarten Data Coordinator	Prekindergarten	2021-2022	\$1,250 stipend	
Joseph Belluscio	Intramurals	Athletics	2021-2022 school year	0.2 each	Weight Room
Mary Ward	Summer Screening Work	Prekindergarten	July 2021	\$100/day	
Catherine Stocum	Substitute Food Service Helper, Substitute Cook Manager, Substitute School Bus Monitor	District	September 1, 2021	\$12.50/hr, \$14.21/hr, \$12.50/hr	
Catherine Stocum	School Bus Monitor	District	October 12, 2021	\$12.50/hr (step 1)	2.5 hrs/day, replacing Gremis (resigned)
Michael Mitchell	Substitute Teacher Aide	District	September 23, 2021	\$12.61/hr (step 1)	Also a school monitor
Charlene Holmes	Substitute Food Service Helper	District	September 27, 2021	\$12.50/hr	
Lillian Bushey	Teacher Aide	District	October 13, 2021	\$12.61/hr (step 1)	7.5 hrs/day, Secondary assignment currently, replacing Kirkpatrick (resigned)
Carrie Pierson	Alternative Credit Attainment Coordinator	Secondary	2021-2022 school year	\$2,000 stipend	Pending a MOA
Markie-Ann Snyder	Teacher Aide	District	September 7, 2021	\$12.61/hr (step 1)	Change effective date from 9/1

					(9/14/21 BOE mtg) to 9/7, 6 hrs/day, Elementary assignment currently
Valerie Sullivan	Substitute Food Service Helper	District	September 7, 2021	\$12.50/hr	
David McQueen	Bus Driver	District	September 1, 2021	\$54,511	Increase from 4-runs to 5-runs
Warren Martin	Bus Driver	District	September 2, 2021	\$43,609	Increase from 2-runs to 4-runs, replacing Myers (resigned)
Scott Storms	Interim Superintendent of Schools	District	October 1, 2021	\$135,000, prorated, plus \$150 per day stipend	Was Acting Superintendent of Schools

Approve appointments for Grade Level, Departmental, and District Coordinators for the 2021-2022 and 2022-2023 school years, corresponding to Appendix A/B, as follows:

Employee	Position	Compensation	Employee	Position	Compensation
Sharon Devan & Nicole Morse (6-12)	Building Level S-BIT Facilitator	\$2,677.32, divided equally	Carrie Pierson	Mathematics	\$3,714.23
Keryn Rafferty (K-2), Sondra Roy (3-5)	Building Level S-BIT Facilitator	\$2,677.32 each	Catherine Butts	Science	\$3,714.23
Timothy Loughan	Guidance Coordinator	\$3,714.23	Eric Dubay	English	\$3,714.23
Kathleen Lawliss	Social Studies	\$3,714.23	Tricia Thurber	6th Grade	\$3,121.20

Approve Appendix B other activities appointments for the 2021-2022 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
Christopher Urban	Accompanist	0.25	Melissa Wright	Adventure Club Advisor	0.4
Jeanne Caron	After Prom Party Coordinator	0.15	Emily Allen, Rachel Hill, Todd Pray, Christopher Urban, Megan Yonteff	Special Programs	0.03 each (up to 9 total), as assigned/authorized
John Mitchell III (Elementary), Christopher Urban (Jr/Sr High)	Audio-Visual Director	0.26, 0.4	Meghan Matthews	Broadway Musical Choreographer	0.2

Todd Pray, Christopher Urban	Broadway Musical Director	0.4 each	Sharon Luck, Fontilla Richardson	Butterfly Effect	0.474, divided equally
Christopher Urban	Chorus Select	0.45	Jeanne Caron & John Clemons (Senior Class), Dana Atwood & Beth-Ann Lozier (Junior Class), Tracey Houle & Melissa Wright (Sophomore Class), Angell Hicks & Amy Dermody (Freshman Class)	Class Advisor	0.66 each, 0.66 each, 0.33 each, 0.33 each
Nikki Hilchey, Christopher Urban	Drama Club Advisor	0.4 each	Amy Rabideau, Tricia Thurber	Student Council Advisor & Asst Advisor (Grades 6-8)	0.32 & 0.16, divided equally
Meghan Matthews	Elementary Yearbook	0.275	Karen Lash	Entrepreneurship Club	0.66
Sarah Henley, Bernadette Nolan	Yoga Club	0.275, divided equally	Brian Marino	Graphing Calculator Coordinator	0.33
Peter McCormick	Harvard and North Country Model U.N. Coordinator	0.35	Bruce Beauharnois, Ethan Depo, Kathleen Lawliss	Harvard and North Country Model U.N. Co- Advisor	0.25 each
Beth-Ann Lozier (Grades 9-12), Amy Dermody (Asst Grades 9- 12)	Student Council Advisor	0.32, 0.16	Todd Pray	Jazz Band	0.375
Aubrey Buker	LOTE Club	0.4	Todd Pray	Marching Band Director	0.33
John Mitchell III	Multi-Media Club (Elementary)	0.4	Tracey Trombley	National Art Honor Society Advisor	0.33
Jeanne Caron	National Honor Society Advisor	0.33	Gregory Badger	National Jr Art Honor Society	0.275
Connie	Yearbook Advisor	0.9, divided	Aubrey Buker	Pet and Animal	0.275

Markowicz, Sarah Gardner-Delong		equally		Club Advisor	
Sarah Kelley (3-5), Tracey Trombley (9-12)	Positive School Environment Team (PSET)	0.474 each	Michael Beshures	REACH Club Advisor	0.275
Leif Sorgule	Robotics Club	0.625	Dean DeLano	E-Sports Advisor	0.8
Shane Porter	Help Desk Advisor	0.4	Jennifer LaDue, Tierra Jaquish	Positive School Environment Team (PSET), grades PreK-2	0.474, divided equally

Motion carried: 6-0

OLD BUSINESS:

The Board discussed an [Employee Assistance Program](#) (EAP). It was moved by S. Peters, seconded by S. Mitchell to enter into an agreement with Behavioral Health Services North, Inc. (BHSN) for Employee Assistance Services (EAS).
Motion carried: 6-0

It was moved by S. Graves, seconded by S. Mitchell to approve a revised successor [Agreement](#) between Peru CSD and the Clinton County Sheriff's Office to provide a School Resource Officer (SRO), effective September 1, 2021 - June 30, 2022.

Motion carried: 6-0

NEW BUSINESS:

The Board discussed a November 25th Turkey Trot [Facilities Use Request](#) by Peru Lions Club. It was moved by S. Mitchell, seconded by S. Graves to approve use of the bus garage and parking lot(s); and waive any applicable, space use, audio/visual/technology service, and buildings & grounds fees, with the stipulation that the Lions Club assists and coordinates cleanup and accessibility due to use and/or inclement weather with the Director of Facilities and/or Transportation Supervisor.

Motion carried: 6-0

PUBLIC COMMENT: The Board received comments about COVID-19/CVES Grants, and recognition of a particular individual.

EXECUTIVE SESSION: At 7:56 p.m., it was moved by S. Graves, seconded by L. Morgan to enter into Executive Session to discuss the employment history and potential appointments of particular persons.

Motion carried: 6-0

ADJOURN: At 9:08 p.m., it was moved by S. Peters, seconded by S. Mitchell to adjourn the meeting.

Motion carried: 6-0

Respectfully,

Sherri Provost
District Clerk