

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 – absent
 Ms. Sarah Mitchell - present
 Ms. Linda Morgan -present
 Mr. Steven Peters – present
 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 6:00 p.m., it was moved by S. Graves, seconded by S. Mitchell to call the meeting to order.

Motion carried: 5-0

EXECUTIVE SESSION: At 6:00 p.m., it was moved by S. Peters, seconded by L. Morgan to enter in Executive Session to discuss the discipline of particular individuals, matters leading to the appointment/employment of particular individuals, collective negotiations of the PAC, and current litigation.

Motion carried: 5-0

RECONVENE: At 7:01 p.m., it was moved by S. Mitchell, seconded by S. Peters to convene in Regular Session.

Motion carried: 5-0

PLEDGE OF ALLEGIANCE: The Pledge was recited.

CONSIDER APPROVAL OF THE AGENDA: It was moved by S. Mitchell, seconded by L. Morgan to approve the agenda as written.

Motion carried: 5-0

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

Motion carried: 5-0

PUBLIC COMMENT: No comments were presented to the Board.

SUPERINTENDENT'S REPORT – Topics included updates on construction work and COVID-19 protocols/procedures & at-home rapid test distribution.

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. CCE PACE Program	Middle School Principal & Resource Educator/PACE Program Coordinator	Program Update.
b. Multi-Year Financial Plan	School Business Administrator	In Accordance With Annual Review.

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	December 2021.
b. Monthly Summary Report	Committee on Special Education	December 2021.
c. Treasurer's Reports	Treasurer	November 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 , General Fund Revenue and Budget Status (ST-3 Sort) as of December 31, 2021, Capital Fund Budget Status as of December 31, 2021.
d. Recommendations for Payments	BCA Architects & Engineers	C&S Companies - \$23,509.65, Pipeline Mechanical 3-14 - \$15,419.72, Pipeline Mechanical 3-15 - \$27,900.68, Pipeline Mechanical 3-16 FINAL - \$42,345.06, Pipeline Mechanical 4-14 - \$1,731.38, Pipeline Mechanical 4-15 - \$5,953.48, Pipeline Mechanical 4-16 FINAL - \$11,351.63, Siemens Industry, Inc. CC-03 - \$20,425.00, Siemens Industry, Inc. CC-04 - \$5,628.75, Siemens Industry, Inc. CC-05 - \$2,339.38, K&L Plumbing 3-06 - \$16,832.53, K&L Plumbing 4-06 - \$4,485.14, Weydman Electric 2-08 - \$3,393.64.
e. Capital Project Payments	Treasurer	BPD - \$1,674.25, Bernier, Carr & Associates - \$10,149.78 & \$12,990.52.
f. Health & Medical Report	Health/Medical Administrator (HMA)	December 2021.
g. NYSIR Legal Digest	NY Schools Insurance Reciprocal	Winter 2021.
h. Proposed Deviation from Uniform Tax Exemption Policy	County of Clinton Industrial Development Agency	Proposed CHPE LLC Project.
i. Auditor's Quarterly Report	Internal Claims Auditor	As of December 31, 2021.

Motion carried: 5-0

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	February 2022	District-Funded and/or Booster Club Admission	District Bus and/or Parent/Guardian Vehicle

				and Transportation	
Proctors Theater, Schenectady, NY	Musical Performance	Approximately 25-30 Secondary students	January 28, 2022	Admission & Transportation - Drama Club & Personal/Individual Funds	District Bus
Proctors Theater, Schenectady, NY	Musical Performance	Approximately 25-30 Secondary students	March 26, 2022	Admission & Transportation - Drama Club & Personal/Individual Funds	District Bus
Chazy Central Rural School, Chazy, NY	CCMEA All-County Festival	Approximately 15-25 Secondary students	February 4 & 5, 2022	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.

Motion carried: 5-0

It was moved by S. Peters, seconded by S. Mitchell to postpone approval of an agreement with Adirondack Helping Hands, for the 2021-2022 school year, for services to the District’s UPK Program, until the next regular monthly meeting.

Motion carried: 5-0

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

Authorize a [leave of absence](#) (LOA) without pay, for Bus Driver **David Souliere**, effective January 2022 - a date not to exceed June 30, 2022, corresponding to full documentation.

Create a 6 hrs/day teacher aide position, effective for the remainder of the 2021-2022 school year, to address student needs within the Special Education Program.

Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Michael Wells	Bus Driver	District	December 7, 2021			X
Kevin Martino	Automotive Mechanic	District	December 11, 2021		X	
Kirsten LeClair	Substitute Teacher Aide	District	November 22, 2021			X
Keith Kimble	Guard	District	December 20, 2021		X	
Darci Haudberg	Teacher Aide	District	October 29, 2021		X (to accept a Teaching Assistant position)	
Brenda Gushlaw	Long Term Substitute (LTS) 1.0 FTE Special Education Teacher	District	November 29, 2021		X (remains a per diem sub)	

Approve appointments for:

Employee	Position	Program	Effective Date(s)	Compensation	Comments
----------	----------	---------	-------------------	--------------	----------

Allison Post	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	December 17, 2021	\$90/day, \$85/day	
Emilie Morgan	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	December 14, 2021	\$90/day, \$85/day	
Peggy Fitzpatrick	Bus Driver	District	December 13, 2021	\$36,176 + \$21,805, both prorated	Increase from 4-runs + Late Run/PM School to Swastica (2-runs) + 2-runs, replacing Wells
Stephen Cahill	Bus Driver	District	December 13, 2021	\$43,609 + \$8,721, both prorated	Increase from 4-runs to 4-runs + Late Run/PM School, replacing Fitzpatrick (partial)
Robert Pfohler	Bus Driver	District	December 13, 2021	\$43,609, prorated	Increase from 2-runs to 4-runs, replacing Fitzpatrick (partial)
Timmy Aubin	Bus Driver	District	December 13, 2021	\$21,805, prorated	Increase from abbreviated 1-run to 2-runs, replacing Pfohler
Jeremy King	Bus Driver	District	December 13, 2021	\$10,902, prorated	1-run, abbreviated schedule, replacing Aubin
Tammy Myers	Substitute School Bus Driver	District	December 17, 2021	70% of appointed bus driver per run rate (based on 200 days), \$15.97/hr for training/testing	
Ralph Besaw	Temporary Bus Driver	District	December 13, 2021 - date not to exceed June 30, 2022, or upon return of individual on leave	\$10,902, prorated	1-run, abbreviated schedule, partially replacing Stewart (leave)
Sally Blow	School Monitor	District	December 20, 2021	\$12.50/hr (step 1)	2.75 hrs/day, reappointment to prior position, Elementary assignment currently
Robert Brasse	Substitute School Bus Driver	District	December 17, 2021	70% of appointed bus driver per run	

				rate (based on 200 days), \$15.97/hr for training/testing	
Nichole LaPlante	School Monitor	District	January 3, 2022	\$13.20/hr (step 1)	3 hrs/day, Secondary assignment currently, replacing Strong (resigned)
Jeffrey Way	Support Staff - videographer, site coordinator, public announcer, ticket taker, public announcer, and timer/scoreboard or clock operator/scorekeeper	Athletics Program	December 15, 2021	Pursuant to the Athletics Program Support Staff Salary Chart	As needed/assigned
Travis Mauro	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	January 5, 2022	\$100/day, \$95/day	
Amanda Keefe	Per Diem Substitute Teacher (Certified)	District	November 17 - December 22, 2021	\$115/day	
Catherine Butts, Jenifer Guay, Francine LaPorte, Megan Zmijewski	Credit Recovery 'Restart'	Secondary	2021-2022 school year	Teacher Salary Schedule Step 1, Base Col 1, prorated hourly	
Dana Skye	Permanent Building Substitute (PBS) Teacher	Secondary	January 7, 2022	\$130/day	
Mara Ryan	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	January 7, 2022	\$100/day, \$95/day	
Kristie Fries	Per Diem Substitute Teacher, Substitute Teaching Assistant	District	January 3, 2022	\$100/day, \$95/day	
Darci Haudberg	Haudberg, who is now certified in the Teaching Assistant Level 1 area, is hereby appointed to the position of 1.0 FTE Teaching Assistant, in the Teaching Assistant tenure area	District	For a probationary period commencing on October 29, 2021 and anticipated to end on October 28, 2025	\$25,388 (step 2), prorated	Secondary assignment currently, procuring the newly created TA position, conclusion of Feinerman Agreement
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	District	October 29, 2021 - a date not to exceed June 30, 2022	\$24,627 (step 1), prorated	Contingent upon continuation of her Feinerman Agreement and completion of 30 days in the same assignment, Elementary

	service will not count toward tenure				assignment currently, procuring Bartholomew's position
Brayden Miner	Per Diem Substitute Teacher, Substitute Teaching Assistant	High	December 16, 2021	\$90/day, \$85/day	
Sayrah Durgan	Per Diem Substitute Teacher, Substitute Teaching Assistant	High	December 16, 2021	\$90/day, \$85/day	
Stephanie Murphy	Murphy, who is Emergency COVID-19 certified in the School Building Leader and English Language Arts 7-12 areas, and Initially certified in the Physical Education and English Language Arts 7-12 areas, is hereby appointed to the position of Full-Time Associate Principal, in the Associate Administrator tenure area	District	For a probationary period commencing on December 22, 2021 and anticipated to end on December 21, 2025	\$75,000, prorated	Was a LTS, 11-Month, Middle School assignment currently, conclusion of Feinerman Agreement
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 Interim Assistant Superintendent for Educational Services. This service will not be credited toward tenure.	District	January 3, 2022 - date not to exceed June 30, 2022	\$450/day	Was temporary principal, pending an employment agreement, replacing Storms (transfer)

Motion carried: 5-0

OLD BUSINESS:

As a follow-up to the October 2021 regular meeting, it was moved by S. Peters, seconded by S. Mitchell to approve the actual Employee Assistance Program (EAP) [Agreement](#) with Behavioral Health Services North, Inc. (BHSN) for Employee Assistance Services (EAS).

Motion carried: 5-0

As a follow-up to the November 2021 regular meeting, it was moved by S. Graves, seconded by S. Mitchell to adopt the following **RESOLUTION**:

RESOLVED, that the Board accept the terms and conditions of an [agreement](#) (Feinerman) with **Thomas Tregan**, 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.

Motion carried: 5-0

As a follow-up to the August 2020 regular meeting, it was moved by S. Mitchell, seconded by S. Peters to accept the finalized student photography service [agreement](#) with Lifetouch.

Motion carried: 5-0

NEW BUSINESS: It was moved by S. Peters, seconded by L. Morgan to:

Provide a first reading of revised [Policy #0110](#), now titled Title IX Sexual Harassment.

Motion carried: 5-0

PUBLIC COMMENT: The Board received comments regarding school lunches, sports opportunities, and HVAC systems.

ADJOURN: At 7:41 p.m., it was moved by S. Peters, seconded by S. Graves to adjourn the meeting.

Motion carried: 5-0

Respectfully,

Sherri Provost
District Clerk