

Peru Central School District  
 17 School Street, Peru, NY 12972  
 High School Community Room  
 6:30 PM Regular Monthly Board Meeting

**1. CALL TO ORDER.**

**2. EXECUTIVE SESSION** - To discuss the employment history and discipline of a particular person.

Action

**3. RECONVENE.**

Action

**4. PLEDGE OF ALLEGIANCE.**

**5. ROLL CALL.**

**6. APPROVAL OF THE AGENDA.**

Action

**7. APPROVAL OF THE MINUTES** of the September 12, 2023 Regular Monthly Meeting, as written and/or corrected.

Action

**8. RECOGNITION.**

A. Recognize 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 16-20, 2023 is recognized as School Board Recognition Week.

**9. PUBLIC COMMENT** - Individuals who wish to express comments regarding topics included on this agenda should do so from the podium microphone and should register on the speaker sign-in sheet provided via clipboard in advance of the meeting’s start.

**10. SUPERINTENDENT’S REPORT** – Topics include a CVES visit/presentation, electric buses, 10/6 professional development day, and the District’s Strategic Plan.

**11.** Hear from the Peru Association of Teachers (PAT) faculty association as per Article 4.8 of the Collective Bargaining Agreement.

**12. ADMINISTRATOR REPORTS:**

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

Report/Communication	From	Comments
a. Booster Clubs	Athletic Coordinator	Overview.

**13. CONSENT AGENDA – REPORTS AND COMMUNICATIONS.**

Accept/Approve the following reports and communications:

Report	From	Comments
a. <u>Recommendations/Report</u>	Committee on Preschool Special Education	September 2023.
b. <u>Recommendations/Report</u>	Committee on Special Education	September 2023.
c. <u>Treasurer’s Reports</u>	Treasurer	<u>Monthly Reports: August 2023:</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), Student Payments (A2006), Debt Service (V230), General Fund Revenue and Budget Status (ST-3 Sort) as of 9/30/2023, Capital Fund Budget Status as of 9/30/2023, Proceeds from External Sources.
d. <u>Board Meeting Minutes</u>	Champlain Valley Educational Services (CVES)	August 16, 2023 Regular Meeting.
e. <u>Health &amp; Medical Report</u>	Health/Medical Administrator (HMA)	September 2023.
f. <u>Quarterly Report</u>	Internal Claims Auditor	As of September 30, 2023.
g. <u>Code of Ethics</u>	Board of Education	Review of Policy #2160.

Action

**14. CONSENT AGENDA – NEW BUSINESS.**

**A. Authorize field trips as follows\*:**

Location	Event	Participants	Dates	Funding	Transportation
Multiple Venues	Tournaments, Games, Scrimmages/Practices	Athletes	November 2023	District-Funded and/or Booster Club Admission and Transportation	District Bus and/or Parent/Guardian Vehicle
Saranac Lake CSD, Saranac Lake, NY	Area All State Music Festival	Approximately 8 High School Students	November 18, 2023	District-Funded Registration & Transportation	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.*

**B. Approve budget appropriation transfers for the 2023-2024 school year for the General Fund, totaling \$156,361.00.**

**C. Adopt the following RESOLUTION:**

**WHEREAS**, Scott Storms, Superintendent of Schools, commenced a proceeding pursuant to Section 75 of the New York State Civil Service Law regarding a particular employee of the District on or about October 2, 2023; and

**WHEREAS**, Section 75 of the New York State Civil Service Law requires that a hearing on charges under New York State Civil Service Law be held by the officer or body having the power to remove the person against whom such charges are preferred, or by another person designated by the Board in writing for that purpose; and

**WHEREAS**, a person is so designated shall, for the purpose of such hearing, be vested with all the powers of such officer or body and shall make a record of such hearing which shall, with his recommendations, be referred to the Board for review and decision; and

**WHEREAS**, Mr. Storms recommends the appointment of Anthony Brock, Esq., as the designated hearing officer:

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Education of the Peru Central School District hereby:

- 1) Approves the charges of misconduct and incompetence for a particular civil service employee.

- 2) Authorizes the Superintendent to take all steps necessary to implement disciplinary charges if the employee elects to utilize the Civil Service Law §75 procedures.
- 3) Appoints Anthony Brock, Esq., as the Hearing Officer pursuant to New York State Civil Service Law §75, with respect to the Charges brought by the Superintendent of Schools on September 30, 2022; and,
- 4) Authorizes the Hearing Officer to hear evidence, make a transcript of the proceedings, and to issue a written report of her findings and recommendations; and,
- 5) Authorizes entering into the accompanying engagement agreement with Mr. Brock upon the terms set forth therein, including payment.

D. Approve the District’s 2023-2024 Strategic Plan.

E. Create a part-time (0.4 FTE) English to Speakers of Other Languages (ESOL/ENL/ELL/ESL/MLL) teacher position, to address student needs.

F. Create an additional bus run (1-run) for CV-TEC – Mineville Branch Campus transportation.

G. Expand the 23-24 independent contractor agreement(s) with Anne Kuhl, to provide additional services for the Special Education Program.

H. Establish eight (8) hours per day as the standard workday for the ‘Type D’ Teacher Aide title, for the purpose of determining reportable days worked to the New York State & Local Retirement System (NYSLRS/ERS).

Action

**15. CONSENT AGENDA – PERSONNEL.**

A. Authorize a leave of absence (LOA) without pay for School Monitor **Steven Estes**, effective October 2023, corresponding to full documentation.

B. Authorize a leave of absence (LOA) without pay for Food Service Helper (FSH) **Cindy Stratton**, effective October 2023, corresponding to full documentation.

C. Immediately eliminate the per event/game salary chart for the Athletics Program support staff positions: Site Coordinator, Public Announcer, Timer/Scoreboard or Clock Operator/Scorekeeper, and Ticket Taker. Effective October 18, 2023, these positions shall be compensated at a rate of \$15 per hour, to coincide with the current videographer rate.

D. Establish a CSEA sick leave bank (SLB) for Custodial Worker **Terry LaRose**, effective August 2023, corresponding to full documentation.

E. Authorize a leave of absence (LOA) for Food Service Helper (FSH) **Charlene Todd**, paid/unpaid as leave balances allow, effective September 13-22, 2023, corresponding to full documentation.

F. Authorize a leave of absence (LOA) for Food Service Helper (FSH) **Gloria Trim**, paid/unpaid as leave balances allow, effective October 3-6, 2023, corresponding to full documentation.

G. Approve qualified lead evaluator certification, for the 2023-2024 school year, for **Joha Battin, Matthew Berry, Nicholas Damiani II, James Manchester, Shannon Pitcher-Boyea, Mary Sexton, Shannon Rabideau, Rachel Ribis, Sara Simon-Shult, and Scott Storms.**

H. Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
<b>Terry Soulia</b>	Substitute Custodial Worker	District	September 11, 2023		X	

<b>Joshua Stone</b>	Substitute Custodial Worker	District	September 13, 2023		X	
<b>Darcy Ashline</b>	Food Service Helper (FSH)	District	September 11, 2023		X	
<b>Nichole LaPlante</b>	School Monitor	District	August 31, 2023		X	
<b>Michael Mitchell</b>	School Monitor	District	September 1 2023		X	
<b>Cassie Warner</b>	School Monitor	District	September 1 2023		X	
<b>Alexis Miller</b>	Physical Education (PE) Teacher	District	October 30, 2023		X	
<b>Daton Everist, Kevin Martino, Kelsey McKee, Connor Meyers</b>	Substitute Custodial Worker	District	September 13, 2023			X
<b>Lisa Sartwell</b>	Extended Library Hours & Homework Assistant	PACE	2023-2024 school year		X (transfer to program asst)	
<b>Denise Thibodeau</b>	School Bus Monitor	District	August 31, 2023		X (will remain sub bus monitor)	
<b>Tadeusz Szadkowski</b>	School Bus Driver	District	September 1, 2023		X (will remain a sub driver)	
<b>Jillian Buckley</b>	Substitute Teacher Aide	District	September 8, 2023		X	
<b>Melissa Waite</b>	Substitute School Monitor	District	September 7, 2023		X	
<b>Kira Burnside</b>	Permanent Building Substitute (PBS) Teacher	District	September 5, 2023		X (to accept LTS Teacher position)	

I. Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
<b>Joshua Prue</b>	Prue, who is certified in the Teaching Assistant Level I 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 August 22, 2023 and anticipated to end on August 21, 2027	\$25,640 (step 1, Level 1&2), prorated	Conclusion of employment (Feinerman) agreement, Elementary assignment currently, budget enhancement
<b>Renee Mann</b>	Per Diem Substitute Teacher	Secondary Erin O'Neill	September 26, 2023	\$115/day	For Canning- O'Neill only

<b>Scott Coleman</b>	Full-Time (FT) Registered Nurse (RN)	District	October 10, 2023, for a probationary period of fifty-two (52) weeks	\$52,002 (step 2, col 1), prorated	Seton & Peru CSD assignment currently, replacing Chase (resigned)/newly created
<b>Claire Cantwell-Jones</b>	Positive School Environment Team (PSET)	Middle	2023-2024 school year	0.474 of Appendix B current base rate/pay of \$4,658	
<b>Ella Bojanic</b>	Bojanic, who is certified in the Teaching Assistant Level I 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 12, 2023 and anticipated to end on October 11, 2027	\$25,640 (step 1, col 1), prorated	Elementary assignment currently, replacing Reece (resigned/transferred)
<b>Trina Nichols</b>	Substitute Registered Nurse (RN)	District	September 18, 2023	\$135/day	
<b>Marcela Vergara</b>	Substitute Teacher Aide	District	September 26, 2023	\$14.20/hr	
<b>Marcela Vergara</b>	Teacher Aide, Type A	District	October 10, 2023	\$15.31/hr (step 1)	6 hrs/day, Elementary assignment currently
<b>Jillian Pierce</b>	Teacher Aide, Type B	District	September 25, 2023	\$15.31/hr (step 1)	6.5 hrs/day, Secondary assignment currently
<b>Keri Di’Nuzzo</b>	Food Service Helper (FSH)	District	September 7, 2023	\$15.20/hr (step 1)	Increase in hrs from 5 hrs/day to 5.5 hrs/day
<b>Gloria Trim</b>	Food Service Helper (FSH)	District	September 8, 2023	\$15.20/hr (step 1)	Increase in hrs from 5 hrs/day to 5.5 hrs/day
<b>Sierra Provost</b>	Substitute School Monitor	District	September 5, 2023	\$14.20/hr	
<b>Tanya Bashaw</b>	Teacher Aide, Type A	District	September 18, 2023	\$15.31/hr (step 1)	6 hrs/day, Elementary assignment currently
<b>Kelly Davis</b>	Food Service Helper (FSH), Type D	District	September 7, 2023	\$15.20/hr (step 1)	Increase in hrs from 7 hrs/day to 7.5 hrs/day
<b>Theresa Viti</b>	Food Service Helper (FSH), Type D	District	September 12, 2023	\$16/hr (step 9)	Increase in hrs from 7 hrs/day to 7.5 hrs/day
<b>Charlene Holmes</b>	Food Service Helper (FSH), Type D	District	September 5, 2023	\$15.20/hr (step 1)	Increase from 5.5 hrs/day to 7.5 hrs/day, replacing Robinson (resigned)
<b>Lisa Sartwell</b>	Program Assistant	PACE	2023-2024 school year	\$35/hr	Replacing Buskey (resigned)
<b>Tina Stone</b>	School Monitor, Type A	District	October 2, 2023	\$15.20/hr (step 1)	5.75 hrs/day, Elementary assignment currently
<b>Katie Francia, Meghan Matthews</b>	Positive School Environment Team (PSET)	Elementary	2023-2024 school year	0.474 of Appendix B current base rate/pay of \$4,658, divided equally	

<b>Nicholas Damiani II</b>	Damiani, who is Initially-Certified in the School Building Leader (SBL) and Professionally-Certified in the Childhood Education (Grades 1-6) areas, is hereby appointed to the position of Full-Time (FT) Director of Technology, in the Program Administrator tenure area	District	For a probationary period commencing on September 16, 2023 and anticipated to end on September 15, 2027	\$94,500, prorated	12-month, newly created/converted, conclusion of employment (Feinerman) agreement
<b>Jayne Battin, Joha Battin, Jennifer Gordon, Sarah Henley, Kellie Porter</b>	After School Enrichment Leader	PACE	2023-2024 school year	\$50/hr	
<b>Jacob Gerhardt</b>	School Bus Driver	District	September 1, 2023	\$46,264	Increase from 2-runs to 4-runs, replacing Liberty- Nelson (resigned/ retired)
<b>Robert Brasse</b>	School Bus Driver, Type A	District	September 1, 2023	\$23,133	2-runs, replacing Gerhardt, was a sub
<b>Anthony Trombley</b>	School Bus Driver, Type A	District	September 1, 2023	\$46,264	Decrease from 5-run to 4-run (-CV-TEC)
<b>Stephen Cahill</b>	School Bus Driver, Type B	District	September 1, 2023	\$57,831	Increase from 4-runs + PM School to 5-runs (+CV-TEC), replacing Trombley
<b>Russell Mann</b>	School Bus Driver, Type B	District	September 1, 2023	\$46,264 & \$9,252	Increase from 4-run to 4-run + PM School, replacing Cahill
<b>Lori Robinson</b>	Substitute School Bus Monitor	District	September 1, 2023	\$15.20/hr (step 1)	Also an aide
<b>Christopher Boucher</b>	School Bus Monitor	District	September 7, 2023	\$15.20/hr (step 1)	3.75 hrs/day, was a sub, replacing Thibodeau (resigned)
<b>Jacqueline Coon</b>	School Bus Monitor	District	September 4, 2023	\$15.40/hr (step 3)	Decrease from 4 hrs/day to 3.75 hrs/day
<b>Jason Wild</b>	School Bus Driver, Type A	District	September 1, 2023	\$23,133	2-runs, was a sub, replacing Karkoski (resigned)
<b>Elizabeth Rawleigh</b>	School Bus Driver, Type A	District	September 1, 2023	\$23,133	2-runs, was a sub & aide, replacing Szadkowski (resigned)
<b>Kirsten LeClair</b>	Teacher Aide, Type B	District	September 11, 2023	\$15.31/hr (step 1)	6.5 hrs/day, Secondary assignment currently, replacing Rawleigh (resigned)
<b>Sheryl Supernaw</b>	Substitute Teacher Aide	District	September 5, 2023	\$14.20/hr	
<b>Alexandra Caron</b>	Substitute School Monitor	District	September 5, 2023	\$14.20/hr	
<b>Gabrielle Wisley</b>	School Monitor, Type A	District	September 6, 2023	\$15.20/hr (step 1)	Elementary assignment currently, 5.75 hrs/day

<b>Marsha Hamilton</b>	School Bus Driver, Type B	District	September 1, 2023	\$57,831	Increase from 4-run to 5-run, newly created
<b>John Halstead</b>	Adventure-Based Counselor (ABC) Leader	PACE	2023-2024 school year	\$50/hr	
<b>Darcy Ashline</b>	Food Service Helper (FSH), Type D	District	September 4-10, 2023	\$15.30/hr (step 2)	Increase from 7 hrs/day to 7.5 hrs/day
<b>Jason Lonergan</b>	Food Service Helper (FSH), Type D	District	October 23, 2023	\$15.20/hr (step 1)	7.5 hrs/day, replacing Robinson/Ashline (transferred and/or resigned)
<b>Ralph Besaw</b>	School Bus Driver	District	September 1, 2023	\$46,264	Increase from 2-runs to 4-runs, replacing Duprey (on leave/bus route bid)
<b>James Miner</b>	School Bus Driver, Type A	District	September 1, 2023	\$23,133	2-runs, replacing Besaw, was a sub
<b>Peggy Mello</b>	Teacher Aide, Type D	District	TBD	\$15.31/hr (step 1)	Increase from 6 hrs/day to 8 hrs/day, newly created
<b>Mitchell Senecal</b>	Per Diem Substitute Teacher	District	October 23, 2023	\$125/day	
<b>Mitchell Senecal</b>	Senecal, who is Initially-Certified in the Physical Education (PE) area, is hereby appointed to the position of 1.0 FTE Physical Education (PE) Teacher, in the Physical Education & Recreation tenure area	District	For a probationary period commencing on October 30, 2023 and anticipated to end on October 29, 2027	\$50,992 (step 1, col 1), prorated	Replacing Miller (resigned)
<b>Kira Burnside</b>	Burnside, who is not currently certified in any areas, is hereby appointed to the non-probationary position of Long Term Substitute (LTS) 1.0 FTE Special Education Teacher. This service will not be credited toward tenure	District	September 5, 2023 - a date not to exceed June 30, 2024	\$50,992 (step 1, col 1)	Pending an employment (Feinerman) agreement, contingent upon completion of 30 days in the same assignment, Elementary assignment currently, newly created (grant)

J. Approve Appendix B Coaching appointments within the Athletics Program, for the 2023-2024 sports seasons, at the current base rate/pay of \$4,658, paid in proportion to the percentages listed, as follows:

Employee	Position	Compensation	Employee	Position	Compensation
<b>Jacob Mossey</b>	Varsity Boys' Basketball	1.1	<b>Christopher Burdash</b>	Jr. Varsity Boys' Basketball	0.69
<b>Brittany Marshall</b>	Varsity Girls' Basketball	1.1	<b>Matthew Brousseau</b>	Asst. Varsity Girls' Basketball	0.35
<b>William Pafford</b>	Jr. Varsity Girls' Basketball	0.69	<b>Matthew Berry, Genevieve Gravel</b>	Basketball Program	Volunteer
<b>Robert Knowles</b>	Asst. Varsity	0.69	<b>William Schlott</b>	Winter Track	0.35

	Hockey				
<b>Michael Seymour</b>	Varsity Wrestling	1.1	<b>Morgan Remillard</b>	Asst. Varsity Wrestling	0.69
<b>Elijah Seymour</b>	Modified Wrestling	0.35	<b>Gary Edwards</b>	Wrestling Program	Volunteer
<b>Jocelyn Hart</b>	Varsity Cheerleading (Basketball)	0.495	<b>Tiffany Beshon</b>	Modified Cheerleading (Basketball)	0.35
<b>Katie Burdo, Kristin Hanson, Lisa Miller</b>	Cheerleading (Basketball) Program	Volunteer	<b>Amanda LaPorte</b>	Modified Girls' Basketball	0.495

**K. Re-establish Substitute Rates, effective November 1, 2023 - June 30, 2024, as follows:**

<b>Position</b>	<b>Rate</b>	<b>Position</b>	<b>Rate</b>
Teacher Aide	\$15.10/hr	Food Service Helper	\$15.10/hr
Typist	\$15.10/hr	Maintenance Worker	\$15.10/hr
Custodial Worker	\$15.10/hr	Automotive Mechanic	\$16.00/hr
School Monitor	\$15.10/hr	Permanent Building Substitute Teacher	\$140/day
School Bus Monitor	\$15.10/hr	Substitute Teaching Assistant	\$116.50/day
Substitute Licensed Practical Nurse (LPN)	\$115/day	Substitute Registered Nurse (RN)	\$135/day
Per Diem Substitute Teacher, Peru Retiree with Professional or Permanent Certification	\$160/day	Per Diem Substitute Teacher, Peru Retiree with Teaching Assistant Certification	\$130/day
Per Diem Substitute Teacher (Non-Certified with no degree or Associate's Degree)	\$125/day	Per Diem Substitute Teacher (Non-Certified with Bachelor's Degree or equivalent in combined B.S./M.S.Ed. program)	\$130/day
School Bus Driver	80% of appointed bus driver per run rate (based on 200 days), \$16.10/hr for training/testing	Per Diem Substitute Teacher (Certified)	\$135/day
Cook Manager	\$15.50/hr	Election/Poll Inspector/Coordinator	\$15.10/hr
Temporary Records Inventory/Planning Clerk	\$15.10/hr		



**16. NEW BUSINESS.**

A. Discuss the transfer of ownership for a parcel/plot of land located on School Street/Woodland Drive.

Action

B. Discuss a Board of Education Governance Handbook.

Action

C. Receive information pertaining to the use of charter/coach buses.

Action

**17. PUBLIC COMMENT** - Individuals who wish to express comments should do so from the podium microphone and should register on the speaker sign-in sheet provided via clipboard.

**18. EXECUTIVE SESSION** if necessary.

Action

**19. ADJOURN.**

Action

