

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

ROLL CALL:

Ms. Boswell-Davies - present
 Ms. Sarah Graves - present
 Mr. Mark Hamilton – absent/excused
 Ms. Sarah Mitchell - present
 Mr. Steven Peters –present (6:32 arrival)
 Mr. Edward Webbinaro - present

ALSO PRESENT: Mr. Scott Storms, Superintendent of Schools, Ms. Kara Bowes, School Business Executive, administrators, faculty/staff, community members, and Dr. Mark Davey & Ms. Amy Campbell of Champlain Valley Educational Services (CVES).

CALL TO ORDER: At 6:30 p.m., it was moved by S. Mitchell, seconded by S. Graves to call the meeting to order.
 Motion carried: 5-0

EXECUTIVE SESSION: At 6:30 p.m., it was moved by E. Webbinaro, seconded by S. Boswell-Davies to convene in Executive Session to discuss the employment history and discipline of a particular person.
 Motion carried: 5-0

S. Peters arrived at 6:32 p.m., during Executive Session.

RECONVENE: At 7:03 p.m., it was moved by S. Mitchell, seconded by E. Webbinaro to reconvene into Regular Public Session.
 Motion carried: 6-0

PLEDGE OF ALLEGIANCE: The Pledge was recited.

RECOGNITION: The Superintendent of Schools:

Recognized 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.

APPROVAL OF THE AGENDA: It was moved by S. Mitchell, seconded by E. Webbinaro to approve the agenda with the following revision:

14. CONSENT AGENDA - NEW BUSINESS.

C. RESOLUTION - **REVISE** #3’s date from September 30, 2022 to September 30, 2023.

15. CONSENT AGENDA – PERSONNEL.

REMOVE

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.

REVISE

I. Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Tina Stone	Substitute School Monitor	District	October 2 - 12, 2023	\$14.20/hr	

Motion carried: 6-0

APPROVAL OF THE MINUTES: It was moved by E. Webbinaro, seconded by S. Mitchell to approve the Minutes of the September 12, 2023 Regular Monthly Meeting, as written and/or corrected.

Motion carried: 6-0

PUBLIC COMMENT: No comments were presented to the Board.

SUPERINTENDENT'S REPORT: Topics included a CVES visit/presentation, electric buses, 11/11 surplus auction, the District's [Strategic Plan](#), and the 10/6 [professional development](#) day.

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. Booster Clubs	Athletic Coordinator & Superintendent of Schools	Overview.

CONSENT AGENDA – REPORTS AND COMMUNICATIONS: It was moved by S. Mitchell, seconded by S. Boswell-Davies to:

Accept/Approve the following reports and communications:

Report	From	Comments
a. Recommendations/Report	Committee on Preschool Special Education	September 2023.
b. Recommendations/Report	Committee on Special Education	September 2023.
c. Treasurer's Reports	Treasurer	Monthly Reports: August 2023: 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. Board Meeting Minutes	Champlain Valley Educational Services (CVES)	August 16, 2023 Regular Meeting.
e. Health & Medical Report	Health/Medical Administrator (HMA)	September 2023.
f. Quarterly Report	Internal Claims Auditor	As of September 30, 2023.
g. Code of Ethics	Board of Education	Review of Policy #2160.

Motion carried: 6-0

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

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.*

Approve budget appropriation [transfers](#) for the 2023-2024 school year for the General Fund, totaling \$156,361.00.

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, 2023; 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.

Approve the District’s 2023-2024 [Strategic Plan](#).

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

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

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

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).

Motion carried: 6-0

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

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

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

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

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.

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.

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.**

Approve retirement, resignation, or separation for:

Employee	Position	Program	Effective Date	Retirement	Resignation	Separation
Terry Soulia	Substitute Custodial Worker	District	September 11, 2023		X	
Joshua Stone	Substitute Custodial Worker	District	September 13, 2023		X	
Darcy Ashline	Food Service Helper (FSH)	District	September 11, 2023		X	
Nichole LaPlante	School Monitor	District	August 31, 2023		X	
Michael Mitchell	School Monitor	District	September 1 2023		X	
Cassie Warner	School Monitor	District	September 1 2023		X	
Alexis Miller	Physical Education (PE) Teacher	District	October 30, 2023		X	
Dalton Everist, Kevin Martino, Kelsey McKee, Connor Meyers	Substitute Custodial Worker	District	September 13, 2023			X
Lisa Sartwell	Extended Library Hours & Homework Assistant	PACE	2023-2024 school year		X	

					(transfer to program asst)	
Denise Thibodeau	School Bus Monitor	District	August 31, 2023		X (will remain sub bus monitor)	
Tadeusz Szadkowski	School Bus Driver	District	September 1, 2023		X (will remain a sub driver)	
Jillian Buckley	Substitute Teacher Aide	District	September 8, 2023		X	
Melissa Waite	Substitute School Monitor	District	September 7, 2023		X	
Kira Burnside	Permanent Building Substitute (PBS) Teacher	District	September 5, 2023		X (to accept LTS Teacher position)	

Approve appointments for:

Employee	Position	Program	Effective Date	Compensation	Comments
Joshua Prue	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
Renee Mann	Per Diem Substitute Teacher	Secondary Erin O'Neill	September 26, 2023	\$115/day	For Canning- O'Neill only
Scott Coleman	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
Claire Cantwell-Jones	Positive School Environment Team (PSET)	Middle	2023-2024 school year	0.474 of Appendix B current base rate/pay of \$4,658	
Ella Bojanic	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)

Trina Nichols	Substitute Registered Nurse (RN)	District	September 18, 2023	\$135/day	
Marcela Vergara	Substitute Teacher Aide	District	September 26, 2023	\$14.20/hr	
Marcela Vergara	Teacher Aide, Type A	District	October 10, 2023	\$15.31/hr (step 1)	6 hrs/day, Elementary assignment currently
Jillian Pierce	Teacher Aide, Type B	District	September 25, 2023	\$15.31/hr (step 1)	6.5 hrs/day, Secondary assignment currently
Keri Di’Nuzzo	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
Gloria Trim	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
Sierra Provost	Substitute School Monitor	District	September 5, 2023	\$14.20/hr	
Tanya Bashaw	Teacher Aide, Type A	District	September 18, 2023	\$15.31/hr (step 1)	6 hrs/day, Elementary assignment currently
Kelly Davis	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
Theresa Viti	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
Charlene Holmes	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)
Lisa Sartwell	Program Assistant	PACE	2023-2024 school year	\$35/hr	Replacing Buskey (resigned)
Tina Stone	Substitute School Monitor	District	October 2 - 12, 2023	\$14.20/hr	
Katie Francia, Meghan Matthews	Positive School Environment Team (PSET)	Elementary	2023-2024 school year	0.474 of Appendix B current base rate/pay of \$4,658, divided equally	
Nicholas Damiani II	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
Jayne Battin, Joha Battin, Jennifer Gordon, Sarah Henley, Kellie Porter	After School Enrichment Leader	PACE	2023-2024 school year	\$50/hr	
Jacob Gerhardt	School Bus Driver	District	September 1, 2023	\$46,264	Increase from 2-runs to 4-runs, replacing Liberty- Nelson (resigned/ retired)

Robert Brasse	School Bus Driver, Type A	District	September 1, 2023	\$23,133	2-runs, replacing Gerhardt, was a sub
Anthony Trombley	School Bus Driver, Type A	District	September 1, 2023	\$46,264	Decrease from 5-run to 4-run (-CV-TEC)
Stephen Cahill	School Bus Driver, Type B	District	September 1, 2023	\$57,831	Increase from 4-runs + PM School to 5-runs (+CV-TEC), replacing Trombley
Russell Mann	School Bus Driver, Type B	District	September 1, 2023	\$46,264 & \$9,252	Increase from 4-run to 4-run + PM School, replacing Cahill
Lori Robinson	Substitute School Bus Monitor	District	September 1, 2023	\$15.20/hr (step 1)	Also an aide
Christopher Boucher	School Bus Monitor	District	September 7, 2023	\$15.20/hr (step 1)	3.75 hrs/day, was a sub, replacing Thibodeau (resigned)
Jacqueline Coon	School Bus Monitor	District	September 4, 2023	\$15.40/hr (step 3)	Decrease from 4 hrs/day to 3.75 hrs/day
Jason Wild	School Bus Driver, Type A	District	September 1, 2023	\$23,133	2-runs, was a sub, replacing Karkoski (resigned)
Elizabeth Rawleigh	School Bus Driver, Type A	District	September 1, 2023	\$23,133	2-runs, was a sub & aide, replacing Szadkowski (resigned)
Kirsten LeClair	Teacher Aide, Type B	District	September 11, 2023	\$15.31/hr (step 1)	6.5 hrs/day, Secondary assignment currently, replacing Rawleigh (resigned)
Sheryl Supernaw	Substitute Teacher Aide	District	September 5, 2023	\$14.20/hr	
Alexandra Caron	Substitute School Monitor	District	September 5, 2023	\$14.20/hr	
Gabrielle Wrisley	School Monitor, Type A	District	September 6, 2023	\$15.20/hr (step 1)	Elementary assignment currently, 5.75 hrs/day
Marsha Hamilton	School Bus Driver, Type B	District	September 1, 2023	\$57,831	Increase from 4-run to 5-run, newly created
John Halstead	Adventure-Based Counselor (ABC) Leader	PACE	2023-2024 school year	\$50/hr	
Darcy Ashline	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
Jason Lonergan	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)
Ralph Besaw	School Bus Driver	District	September 1, 2023	\$46,264	Increase from 2-runs to 4-runs, replacing Duprey (on leave/bus route bid)
James Miner	School Bus Driver, Type A	District	September 1, 2023	\$23,133	2-runs, replacing Besaw, was a sub
Peggy Mello	Teacher Aide, Type D	District	September 7, 2023	\$15.31/hr (step 1)	Increase from 6 hrs/day to 8 hrs/day, newly created

Mitchell Senecal	Per Diem Substitute Teacher	District	October 19, 2023	\$125/day	
Mitchell Senecal	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)
Kira Burnside	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
Jacob Mossey	Varsity Boys' Basketball	1.1	Christopher Burdash	Jr. Varsity Boys' Basketball	0.69
Brittany Marshall	Varsity Girls' Basketball	1.1	Matthew Brousseau	Asst. Varsity Girls' Basketball	0.35
William Pafford	Jr. Varsity Girls' Basketball	0.69	Matthew Berry, Genevieve Gravel	Basketball Program	Volunteer
Robert Knowles	Asst. Varsity Hockey	0.69	William Schlott	Winter Track	0.35
Michael Seymour	Varsity Wrestling	1.1	Morgan Remillard	Asst. Varsity Wrestling	0.69
Alijah Seymour	Modified Wrestling	0.35	Gary Edwards	Wrestling Program	Volunteer
Jocelyn Hart	Varsity Cheerleading (Basketball)	0.495	Tiffany Beshon	Modified Cheerleading (Basketball)	0.35
Katie Burdo, Kristin Hanson, Lisa Miller	Cheerleading (Basketball) Program	Volunteer	Amanda LaPorte	Modified Girls' Basketball	0.495

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

Position	Rate	Position	Rate
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		

Motion carried: 6-0

NEW BUSINESS: The Board:

Discussed the [transfer](#) of ownership ([quitclaim deed](#)) for a [parcel/plot of land](#) located on School Street/Woodland Drive.

Discussed a Board of Education [Governance Handbook](#).

Received information pertaining to the use of charter/coach [buses](#).

PUBLIC COMMENT: No comments were presented to the Board.

ADJOURN: At 8:41 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