

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

WORKSHOP MEETING

6:00 p.m.

**TUESDAY, SEPTEMBER 15, 2020**

TELECONFERENCING

MINUTES

## 1. Opening Items

1.01 Call to Order 7:00

1.02 Tobacco Policy Statement

1.03 Roll Call:

Present: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee DeJesus, Trustee Sherry

Motion to add a resolution to the Consent Agenda for the Addendum to the Transportation Contract

Motioned: Trustee Salem

Seconded: Trustee Ratcliff

Result: Unanimous

Yea: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee DeJesus, Trustee Sherry

## 2. Acceptance of Minutes

2.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of September 1, 2020 Board meeting

Motioned: Trustee Ratcliff

Seconded: Trustee DeJesus

Result: Unanimous

Yea: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee DeJesus, Trustee Sherry

## 3. Superintendent Update

3.01 The Superintendent will update the Board on District News

- Opened school last week virtually – going very well
  - Have staff working around the clock to help fix problems
- Food distribution is running – system set up that is running well
- Distributed over 900 devices answered 90 requests for assistance
- Transportation is taking children to out-of-district placements
- NY State Education wants to try a 1 year pilot program where districts have an option to pivot to remote instruction, instead of closing for weather emergency
  - Still required to have 180 days with hourly requirements
  - May have power outage because of bad weather
    - Not equitable solution
  - Would need to give back snow days
- Enrollment has increased by 15 students across buildings since September
  - Private school – same number since June
  - Homeschool was reduced by 9 students, will increase as people

complete the process

- Will see shifts as the year progresses

Discussion:

- Need to let people know that all are free meals- letter said differently

3.02 Mike DeLima from BBL updated the Board on the construction projects

- Gave a brief update of the projects

3.03 School Resource Officer, Tom Sharon will present to the Board

- Officer Sharon presented an in-depth presentation on his role as the School Resource Officer (SRO)

Discussion:

- Great to hear in such detail about Onteora's SRO and the SRO program
- Will bring back to Student Government
- There is a National discussion about SROs
- Know that the relationships SRO has developed with students has benefited the student and their families
- Onteora SRO sets a good example of what a SRO should be
- Knows how to obtain information through Social Media and give it to a Counselor or Social Worker
- Great that he moves forward on ideas to work with the students

#### 4. Board District News

4.01 The Board will report District News

- UCSBA is having a meeting 10/8/20 can be present or remote
  - Setting up box meals
  - Get all districts together to talk about what has been going on
    - Positive and negative
    - Get everyone better informed

#### 5. Student Representative Report

5.01 Pro Tempore Student Representative Leon Savage will report to the Board

- Have not had a student government meeting since last Board meeting

#### 6. Acknowledge Public Be Heard Comments

6.01 The Board will acknowledge the public be heard comments from the last meeting  
Primo Storpoli, Rick Wolff

#### 7. Public and Student Comment

7.01 Public and Students may comment on any agenda or non-agenda item (30 min or more)

Lindsay Shands – Thank you for unwavering support for athletics. Lean on Athletic Director and communicate. Was forthcoming with academics, not with athletics. Be consistent across the Board. Last 3 years, community has gotten stronger because of sports. At least try to have sports. In favor of anti-racism resolution

Violet Snow – A story she had told had a racist edge and she offended a man of color – didn't realize it. Be educated to know how to be more sensitive and understanding.

Teachers and administrators need the education as well – create a more just society  
Stephanie Gindele – In support of the Anti-Racism Resolution. Great to have a plan in place – everyone feels clarity and a sense of trust

Sage Mannino –full support of anti-racism resolution. Sub conscious and conscious hierarchy of racism in this area

Sparrow – Racism is based on a lie, myth and illusion. Not really different races – just one the human race. Scientific research. Children need to learn that – educate the myth of racism and overcome it

## 8. Discussion and Possible Action

### 8.01 Abolish and Create Position

*Recommended Action:* The Board of Education hereby abolishes the following position: 1.0 FTE School District Computer Technician and hereby creates the following position 1.0 FTE Network Support Specialist II

Motioned: Trustee DeJesus

Seconded: Trustee Ratcliff

- Trying to enhance Technology Department – COVID suspended ability to move forward to better serve students and staff
  - Had created a different Civil Service Title and had trouble filling that, this title just became available in the County
    - There is no list, so can advertise and recruit from the public, can hire provisionally – take test when available must be top 3

Result: Unanimous

Yea: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee DeJesus, Trustee Sherry

Motion to move the External Audit Report to after Discussion and Possible Action

Motioned: Trustee Storey

Seconded: Trustee Osmond

Result: Unanimous

Yea: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee DeJesus, Trustee Sherry

### 8.02 Anti-Racism Resolution

WHEREAS, we recognize that racism, bigotry, and hate have no place in our schools and communities. However, we must understand that racism is systemic, and it is unconsciously and consciously rooted within our institutions, policies, practices and symbols, causing trauma that our students, families, staff, and BIPOC communities (Black, Indigenous, People of Color) have endured for centuries and continue to face today.

WHEREAS, we acknowledge that we must review our own school policies, goals, missions, and practices through an anti-racist and equity lens to address issues of racism, bigotry, and hate that still exist within our own school community. This shall be accomplished by better supporting the diverse learning needs of students through re-examination of policies, procedures, personal conduct and curriculum, and by promoting recruitment of a more diverse corps of administrators, teachers, and staff.

WHEREAS, we shall implement anti-racist training and professional development opportunities that requires district employees to be reflective of their own implicit biases and implement progressive disciplinary actions for employees who do not follow training guidelines or who exhibit racist behavior toward students, families, and other staff members. Continued education, monitoring, counseling, and mediation of students exhibiting or participating in racist behaviors shall also be implemented.

WHEREAS, these efforts will prepare us to support a more diverse environment for students and staff, one that acknowledges the burden of healing the effects of racism is the responsibility of every student, and member of our staff and community, we will honor the recommendations of the 2019 NYSED Educator Diversity Report and seek to recruit a more diverse staff through TOC II and other programs.

NOW, THEREFORE IT BE RESOLVED that the Onteora Central School District Board of Education supports any and all initiatives set forth within our school system and surrounding communities towards dismantling systemic racism, bigotry and hate, and working towards equal opportunity, education, and justice for all.

Motioned: Trustee DeJesus

Seconded: Trustee Ratcliff

Result: Unanimous

Yea: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee DeJesus, Trustee Sherry

#### 8.03 Discuss Athletics in the time of COVID

Many read the Superintendent's letter on contradictory nature of Governor's guidance:

Superintendent Victoria McLaren:

Expressing complete frustration with guidance and things that the Superintendent is held to certify to state that we are doing:

- All social distancing measures, cohorts not mingled, if students are singing, playing musical instruments, or aerobic activity – must expand to 12 feet apart
- Guidance for sports is 6' apart unless required to be closer to the nature of play, then have to wear a mask unless student cannot tolerate it
  - State has done us a great disservice - divisive situation
- Get students back, see if protocols are working
  - Start small
- Secondary students coming back in 25% cohorts
  - There will be a much smaller percentage on any given day
- Counter-productive to resuming activities that require larger groups

Discussion:

- 260 Players in Professional Baseball, on Opening day, 31 tested positive, after opening more cases have come up
  - Sports causes transition of disease
  - Can't support a decision that lays ethical burden of safety on Superintendent, Athletic Director, and Board of Education
- Discuss other ways students can come together
- Need a Compact of Shared Responsibility – stop spread of disease and keep people safe
- Superintendent's letter did not go to students, did to families and staff
  - Any communication that affects students, should get also
- Contact sports of any kind cannot be played safely
  - If young people need to be active, find other ways
  - Wrestling and basketball are high risk and are not allowed
  - Not a one and done discussion – ongoing discussion; discussion aren't going to change science and level of contagion of disease

- Guidance keeps changing
- Olive approved flag football to go on for elementary school
  - Other sports happening to give students an outlet
- Shared responsibility – staff, children get involved as what would have to happen to bring sports back
  - Have that conversation about shared responsibility with staff and students, then decide what comes next
- If people get sick, school shuts down
- Parents would have to drive students to school for practices
  - Would cut off students that can't drive there, parent work
  - Look at with lens of equity for students
- Each Section across state decided what their sports program would look like, once Section decided, districts can opt-in to a season
  - Start of Winter Sports is 11/30/20 except Wrestling and Basketball
    - Determination of risk category is set in New York State Public High School Athletic Association guidance
- Forum – District or Ulster County so people can be heard and not feel so frustrated- Section 9 is multiple counties- large geographical order
  - Have Onteora conversation – find district-wide solutions, then County
- Forum is only good for people to express feelings – continue to work on plans
  - Community Compact – expand to county
- Might be a simple, inexpensive test we could use in near future
  - If we could test – might be effective to stop spread of disease
  - Be patient, work with fact and science and do what's right

#### 8.04 Memorandum of Agreement for a Network Support Specialist

*Recommended Action:* The Board of Education hereby approves MOA # 09152020 to add the position of Network Support Specialist II to the ONTEA contract

Motioned: Trustee Osmond

Seconded: Trustee Ratcliff

Result: Unanimous

Yea: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee DeJesus, Trustee Sherry

#### 8.05 Vote on NYSSBA Resolutions

##### **PROPOSED RESOLUTION 1: Yes 7 No 0**

RESOLVED, that the New York State School Boards Association shall advocate for an overhaul of the current, inadequate testing system to more accurately measure achievement in skills, knowledge and abilities, and it shall do this by:

- a. Working collaboratively with the New York State Education Department, superintendents, administrators and teachers to create tests that are developmentally appropriate of reasonable length and frequency, and which avoid the unintended consequences of narrowing the curriculum, teaching to the test, reducing love of learning and undermining school climate;
- b. Insisting that educators throughout the State be included in all aspects of the creation of standardized tests; and
- c. Demanding that district personnel be permitted to examine test results, answer keys, and their students' responses so that educators can better assess what each child is learning in relation to what is being taught and so that such tests can truly inform instruction.

##### **PROPOSED RESOLUTION 2: Yes 7 No 0**

RESOLVED, that the New York State School Boards Association shall support legislation that makes it easier for districts to recover attorney's fees in legal cases related to special education where the district is the prevailing party.

**PROPOSED RESOLUTION 3: Yes 0 No 7**

RESOLVED, that the New York State School Boards Association shall support legislation that would shift the burden of proof in special education due process complaints away from the district and back to the party seeking relief.

**PROPOSED RESOLUTION 4: Yes 7 No 0**

RESOLVED, that the New York State School Boards Association seek legislative and/or policy changes that would mandate local Industrial Development Agencies to include affected school districts in the development of any Payment in Lieu of Taxes (PILOT) agreement(s). This inclusion must be initiated at the earliest stages of any PILOT consideration.

**PROPOSED RESOLUTION 5: Yes 7 No 0**

RESOLVED, that the New York State School Boards Association support legislation at the state and/or federal level that would allow and enhance the sharing of services amongst school districts and other municipalities.

**PROPOSED RESOLUTION 6: Yes 6 No 1**

RESOLVED, that the New York State School Boards Association support proposals to expand opportunities and capacity for online learning.

**PROPOSED RESOLUTION 7: Yes 7 No 0**

RESOLVED, that the New York State School Board Association should support proposals to incorporate prekindergarten funding into the school aid formulas used for K-12 education.

**PROPOSED RESOLUTION 8: Yes 7 No 0**

RESOLVED, that the New York State School Boards Association oppose proposals to raise the number of charter schools authorized in the state.

**PROPOSED RESOLUTION 9: Yes 7 No 0**

RESOLVED, that the New York State School Boards Association should oppose proposals to expand mayoral control to school districts beyond New York City.

**PROPOSED RESOLUTION 10: Yes 7 No 0**

RESOLVED, that the New York State School Boards Association support proposals to regulate and restrict the use of tobacco products among youth.

**PROPOSED RESOLUTION 11: Yes 7 No 0**

RESOLVED, that NYSSBA seek legislative support to allow for more than one Board Member to simultaneously attend a New York State Office of State Comptroller (OSC) audit exit conference

**PROPOSED RESOLUTION 12: Yes 7 No 0**

RESOLVED, that the New York State School Boards Association supports legislation that makes it clear that public school districts are not responsible for assessing the substantial equivalency of education delivered in nonpublic schools.

**PROPOSED RESOLUTION 13: Yes 7 No 0**

RESOLVED, that the New York State School Boards Association supports legislation to authorize bi-directional communication between New York school districts and the New York State Immunization Information System (NYSIIS), to allow for the efficient query and transfer of student immunization data.

**PROPOSED RESOLUTION 14: Yes 7 No 0**

RESOLVED, that the New York State School Boards Association supports legislation that would enable the Commissioner of Education to declare alternate election arrangements in cases where a disaster substantially interrupts a scheduled school board/budget vote.

## 11.01 Mike Rossi from West &amp; Co. will present the 2019-2020 External Audit

- Met with Audit Committee and discussed full report in detail
- Unqualified, unmodified opinion – highest opinion
- Onteora at 6/30/20 very healthy financially
  - Funded all capital projects with Capital Reserve – money leftover can go back in General Fund or expand project
- Only negative is that the District is supporting lunch fund for \$385,000, still lost \$117,000
  - With everyone getting a free meal, should get aid and that will help
- Deb D'Aprile took over Extra Classroom Funds – did great job

## Discussion:

- Have been supporting lunch fund for many years – is not new from COVID
  - Money drives up because of wage increases

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District accept the External Audit Report for the 2019-2020 School Year.

Motioned: Trustee Salem

Seconded: Trustee Ratcliff

Result: Unanimous

Yea: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee DeJesus, Trustee Sherry

**9. Independent Contract Retainers**

## 9.01 Approve all ICRs

*Recommended Action:* The Board of Education hereby approves the Independent Contract Retainers in items 9.02-9.06

Motioned: Trustee Salem

Seconded: Trustee Storey

- ICR with Ms. Wade – new PT not available until mid-October so bring her in to cover
  - ICR is for the whole year to be able to use her as a resource

Result: Unanimous

Yea: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee DeJesus, Trustee Sherry

## 9.02 ICR - First Steps - Full Day

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District approve the Independent Contractor Retainer between the Onteora Central School District and First Steps Early Childhood Education Center retained as (SUFDPK-full day) Universal Pre-Kindergarten Provider. Effective September 9, 2020 through June 30, 2021 at a rate of \$925.00 per student per month to a maximum of \$138,750.00 and authorizes the Superintendent to sign such an agreement.

## 9.03 ICR - First Steps - Half Day

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School District approve the Independent Contractor Retainer between the Ontario Central School District and First Steps Early Childhood Education Center retained as (half day) Universal Pre-Kindergarten Provider. Effective September 9, 2020 through June 30, 2021 at a rate of \$304.48 per student per month to a maximum of \$31,000.00 and authorizes the Superintendent to sign such an agreement.

#### 9.04 ICR Woodland - Full Day

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School District approve the Independent Contractor Retainer between the Ontario Central School District and Woodland Playhouse, LLC retained as (SUFDPK-full day) Universal Pre-Kindergarten Provider. Effective September 9, 2020 through June 30, 2021 at a rate of \$689.50 per student per month to a maximum of \$35,000.00 and authorizes the Superintendent to sign such an agreement.

#### 9.05 ICR - Woodland - Half Day

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School District approve the Independent Contractor Retainer between the Ontario Central School District and Woodland Playhouse, LLC retained as (half day) Universal Pre-Kindergarten Provider. Effective September 9, 2020 through June 30, 2021 at a rate of \$304.48 per student per month to a maximum of \$39,583.00 and authorizes the Superintendent to sign such an agreement.

#### 9.06 ICR - Wade

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School District approve the Independent Contractor Retainer between the Ontario Central School District and Paula Wade, Physical Therapist. Effective September 16, 2020 through June 30, 2021 at a rate of \$150.00 per hour to a maximum of \$7,500.00 and authorizes the Superintendent to sign such an agreement.

### 10. Consent Agenda

#### 10.01 Approve Consent Agenda

*Recommended Action:* The Board hereby approves item numbers 10.02-10.04

Motioned: Trustee Osmond

Seconded: Trustee Storey

Result: Unanimous

Yea: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee DeJesus, Trustee Sherry

#### 10.02 Personnel Agenda

##### LEAVE OF ABSENCES: INSTRUCTIONAL

EMPLOYEE NUMBER    EFFECTIVE DATE FROM - TO

REASON



2323 9/02/2020 – 9/21/2020 PAID Sick Leave

**LEAVE OF ABSENCES: NON INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE	FROM - TO	REASON
3462	8/21/2020 – 9/18/2020 *		PAID FMLA Leave
1073	9/02/2020 – 11/02/2020 *		UNPAID FMLA Leave

\*approx. dates\*

**RESIGNATIONS: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Guzman, Daniel	Teaching Assistant	10/01/2020	Personal

**RESIGNATIONS: NON INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Parker, Bradley	Building Maintenance Mechanic	9/19/2020	Personal

**APPOINTMENT: INSTRUCTIONAL**

**FULL-TIME PROBATIONARY APPOINTMENT**

NAME	CERTIFICATION	TENURE	PROB DATES	SALARY	REMARKS
Ailberte, Nicole*	Physical Therapy	Physical Therapy	10/19/20-10/18/24	9M	Replace P. Wade

\* Pending pre-employment processing

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Kowalsky, Jessica	Certified Teaching Assistant	\$90.00/day
Sanchez, Lilianne	Uncertified Teacher	\$90.00/day

**EXTRA DUTY STIPENDS**

NAME	POSITION	AMOUNT
Rivera, Stephanie	Yearbook Advisor-Middle School	\$1,732.00

10.03 Schedule U-The Committee on Special Education (CSE) and Committee on Pre-School Special Education (CPSE) Recommendations

*Recommended Action:* The Board hereby approves the Instruction - Schedule U-The Committee on Special Education (CSE) and Committee on Pre-School Special Education (CPSE) Recommendations, Schedule U, #9/20, Confidential, as reviewed by Trustee Ratcliff

10.04 First Student Contract

*Recommended Action:* RESOLVED, that the Board of Education of the Onteora Central School District approves the second addendum to the transportation contract with First Student, Inc. subject to final review and recommendation of suitable terms and conditions by the Board’s attorneys, and authorizes the President and Superintendent of Schools to sign such second addendum, a fully executed copy of which shall be placed on file with the District Clerk.

**11. Committee Reports**

11.01 Mike Rossi from West & Co. will present the 2019-2020 External Audit - also Audit Committee, Trustee Salem to report- Was moved

**12. Old Business**

12.01 The Board will discuss Old Business

- Ask Board to put on agenda a Compact for Shared Responsibility to discuss
  - Now have attestation for the staff- added section that we are all responsible
    - Could put that on agenda – staff will use every day before coming to work
    - Google doc with that
- Science room in same state- not using science lab for 1<sup>st</sup> quarter
- NYSSBA sent link for parents to email representatives to advocate for school
  - Did over the summer
  - Now that we know about State Aid being cut - do again
- Athletics - What conversations with Athletic Director (AD) and whether there is information gleaned from her
  - Conversations with AD and administrators – shared information with Board
  - Not a unanimous decision, but everyone understands

### 13. New Business

#### 13.01 The Board will discuss New Business

- Decide what next steps the Board will have now that an anti-racism resolution passed
  - When will things change from Administration?
  - What programs will fund, assure that metrics are met?
  - Put racism on agendas to check in on it
  - Revisit code of conduct - look at language and focus on that
  - Any language in Policy Manual to focus on
  - Discuss remote learning and the Code of Conduct – what is the background of a student's screen?
  - Resolution is more than a statement of intent – it is action
  - Layout what those actions will be and what steps will be taken
    - Ask administration and public for information
      - Administrators are already having these conversations

### 14. Request For Information

#### 14.01 Board members will request information of the Superintendent

Trustee Osmond how is the district addressing appropriate online presence?

- Administrators are having the conversation to figure out what to do to allow students to represent who they are without being inappropriate
  - Get more granular detail
  - Seems that teachers are on top of it – keeping them in line on chat and having their screens on

Trustee DeJesus what is the district doing about communicating Indigenous people day and Racism? Promote the things we are doing to make it more equitable

- Superintendent Victoria McLaren will go back to sending updates after Board meetings as 1 part of the communication plan

Trustee Storey how is attendance working when internet is out? Teachers are asking

children to print – but not all families have a printer? Cheat sheet to set up printer to Chromebook? When will we be telling parents about going back to school?

- Students are in touch with teachers about internet problems so attendance is adjusted
- Will remind administrators that teachers have an alternate to printing

Trustee Ratcliff asked what will happen if there is a power outage for several days? Tell people the plan

Trustee Osmond when property owner have multiple properties – why are bills are sent in separate envelopes?

- County prints tax bills and stuffs them – would be time consuming to try to figure out how to combine them – would have to be at county level

Trustee Sherry – school policy on sending Physical Education (PE) videos to PE teachers – child was uncomfortable sending videos of themselves. What happens to those videos?

## 15. Adjournment

### 15.01 Adjourn

*Recommended Action:* The Board hereby adjourns at 9:50

Motioned: Trustee DeJesus

Seconded: Trustee Storey

Result: Unanimous

Yea: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee DeJesus, Trustee Sherry

Minutes Recorded by Fern Amster,  
District Clerk



Board of Education: Laurie Osmond, Rob Kurnit, Valerie Storey, Kevin Salem, Bennet Ratcliff, Dafne DeJesus, Emily Sherry