

ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:45 p.m.

TUESDAY, OCTOBER 6, 2020

TELECONFERENCING

MINUTES

1. Opening Items

1.01 Call to Order 6:45

1.02 Tobacco Policy Statement

1.03 Roll Call

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

Not Present: Trustee DeJesus

2. Acceptance of Minutes

2.01 Acceptance of Minutes

Recommended Action: The Board of Education hereby accepts minutes of September 15, 2020 and September 30, 2020 Board meetings

Motioned: Trustee Osmond

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee DeJesus

3. Superintendent Update

3.01 The Superintendent will update the Board on District News

- Created an Advocacy section on the Board webpage that includes contact information for all of our elected officials
 - Also posted a report that was created jointly by the NYSASBO and NYSSBA that reviews the impact of State Aid Cuts and COVID-19 on students
- UCCC President's Challenge Scholarship is continuing - was created to encourage students to strive toward becoming the first in their family to attend college
 - The scholarship committee will be interviewing a number of students this week for acceptance into the program
 - To qualify, students must be first generation college students, have an 80% GPA and have 85% attendance record, with minimal disciplinary infractions
 - Preference will be given to those with financial need
- In response to the Anti-Racism Resolution:
 - Have modified job posting that is placed on education job employment sites to incorporate language from the resolution
 - Sent out the resolution to our faculty and staff in the Board meeting update and received supportive responses
 - Created a lending library with books dealing with equity and anti-racism
 - 35 titles in the library

- Reached out to NYSED regarding the TOC II program and how we can become affiliated.
- Started bringing students into buildings – exciting
 - A lot of new things – not what school used to be and not what it will be again
 - Faculty and staff working hard to be sure meeting the needs of their students
 - Need to reimagine how delivering instruction, can be incredibly challenging
 - Appreciate support in student attendance and student work

Discussion:

- District reports every day to the Dept. of Health:
 - Including anyone sick or referred to their physician
- Using Compact of Shared Responsibility with the online screening tool for families, faculty and staff to log in everyday and monitor health
 - Trying to get as much compliance as possible – need more
 - Will send reminders everyday
 - Everyone needs to answer 5 questions about health and travel as well as attest to Compact of Shared Responsibility
 - Tell staff and families why they are completing the attestation
 - People may just attest because it says if you answer any question yes, your child cannot come to school
 - Explain why people need to attest to the Compact of Shared Responsibility
 - Staff and Substitutes have done mandated training
- Students that are not compliant in wearing a mask without a medical exemption will result in detention, then suspension based on insubordination
 - Would have to be defiance
- Staff would also be deemed insubordinate if they did not wear a mask
 - Progressive – put on notice, then counselled
- Some teachers are having trouble teaching remote and in-person learners
 - More than just teachers not being comfortable with the technology, teaching in-person and remote learners at the same time is unprecedented
 - District is trying to meet the teachers' needs
- Tracking cost of COVID – 19 since March
 - Will try to get money back from FEMA
- Information sharing for teachers to talk about what is working and what is not working
 - Offered teachers time after school to work together

4. Board District News

- 4.01 The Board will report District News
No Board news was reported

5. Student Representative Report

- 5.01 Pro Tempore Student Representative Leon Savage will report to the Board
- Student Government meeting is on the 15th

- All seems to be going well, will have more information once back in school
- Online school – consensus among students that there is a significant amount of homework being given
- Wednesday was supposed to be off day, spending most of Wednesday doing homework, assignments, and projects
 - Thought it was a day off away from the computer – like the weekend
 - Natural to have a lot of homework in AP, expectation is there
 - Other students complaining that they are getting an unreasonable amount of homework – Assignments due Wednesday and Friday nights
- Talked with HS Principal, Lance Edelman during Student Government Meeting, going to bring it up with the teachers

Discussion:

- Depending on the student, they are doing 4 -5 hours to 10 hours on homework – varies per student
- No Teacher coordination to be sure work does not go over a certain amount of time – seems that teachers making up for time outside of school through homework
- Students thought Monday and Tuesday in school, Wednesday off like weekend
 - Day on Wednesday is still an instructional day, but no live class meetings
 - Sorry students thought that Wednesday is like a weekend
- Ask students who took AP classes 2 years ago as opposed to this year about amount of homework
 - AP classes have the same curriculum, but less instructional time and problems with on-line learning so it is more difficult
 - Teachers need to know the reality of getting homework done
- Elections for Student Government will be in the next few weeks
 - Students will create a video instead of speeches – show during lunch times
 - Elections will happen through Student Portal
 - Will be sending notice out in next few weeks
- Students are reaching out to Student Government for representation or to help with issues through social media or Google Classroom
 - Try to get as much information from Freshman and Sophomore, but don't know them, so can't get them to come to meetings
 - Juniors and Seniors are well represented

6. Acknowledge Public Be Heard Comments

6.01 The Board will acknowledge the public be heard comments from the last meeting
Lindsay Shands, Violet Snow, Stephanie Gindele, Sage Mannino, Sparrow

7. Public and Student Comment

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

Mark Wilens- 1987 graduate – 2 students in district. Wrote email about school sports: Major challenge, also important as a district take a thoughtful, detailed approach to

what can be done to return students to sports for their mental and physical health. Athletic trainer is in charge of safety in sports at other schools- developing protocol- very important position – happy to help.

8. Discussion and Possible Action

8.01 Revise 2020-2021 Calendar

Recommended Action: The Board of Education hereby approves the revised 2020-2021 Calendar.

- Regents were moved off of 6/18/2020 - (in recognition of Juneteenth) and put on the 15th – calendar needs to reflect State’s calendar

Motioned: Trustee Ratcliff

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

8.02 Donation of Musical Instrument

Recommended Action: The Board of Education hereby accepts a donation of open holed flute in a double case from Carrie A. Ruby-Geiger

Motioned: Trustee Storey

Seconded: Trustee Ratcliff

- Thank you, sure it will be put to good use

Result: Unanimous

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

Not Present: Trustee DeJesus

8.03 Create and Abolish Positions

Recommended Action: The Board of Education hereby abolishes the 1.0 FTE Parent Peer Trainer and creates 1.0 FTE Social Worker

Motioned: Trustee Kurnit

Seconded: Trustee Storey

- Parent Peer Trainer is well known in community and a great resource for district
 - Social Worker will do same position – community and family support
 - Parent Peer Trainer is civil service position, thought a social worker will have more professional skills to enhance the job
 - Person in the position now is a unique individual who does an amazing job – hoping to replace her with same kind of person

Result: Unanimous

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

Not Present: Trustee DeJesus

8.04 2020-2021 Board Goals

- Diversity Cadre not active since 2018-2019
- Spend time at each meeting on goals – ask how this would look in the classroom – make each goal measurable

- Commit to how to check in on the goals – important part of goal setting is to maintain engagement
 - Acknowledge criteria and track each goal
 - Mission statement tells how to fulfill vision
 - Keep discussion going about community forums
 - Bring to next meeting
- DRAFT 2020-2021 Board Goals
- Continue proactive efforts to build a climate of mutual trust inclusive of all groups and entities within the District by:
 - Supporting initiatives to increase school spirit;
 - Support the establishment of a Diversity Week that encourages staff and students to honor our differences through project based learning exercises, the telling of our individual stories, and open discussion;
 - Supporting a Culture and Climate Survey;
 - Continuing diversity education for students and staff;
 - Continuing development and training in social emotional learning, equity and inclusivity, and restorative justice practices;
 - Continuing efforts to better publicize the District's accomplishments;
 - Facilitating greater communication and advancing the vision of the District.
 - Support the development of a long-term, District-wide plan that strategically addresses educational goals, declining enrollment, facilities, community impact, budget and cost-saving measures. Accomplish this through input from Superintendent recommendations, Board Ad Hoc committee, Shared Decision-Making committee and community outreach. Specifically address the following:
 - Adopting a mission statement for the District;
 - Analyzing the Grade Level Configuration and Building Utilization Study;
 - Developing a timeline for the writing of a long-term District-wide plan
 - Review the Bachman report and findings in light of COVID-19.
 - Increase K-12 student knowledge and engagement in civics, social studies, and social issues by supporting:
 - Curricular innovation and inclusion of civics education across all subjects to begin by September 2020;
 - Continuing support of an independent, District-wide student government;
 - Secondary school voter education and registration;
 - The implementation of a robust Media Literacy component in our K-12 curriculum;
 - ~~The creation of a metric for a measurement of civic readiness and practical engagement;~~
 - Create criteria to determine the effectiveness of our civic readiness and engagement.
 - Complete the process of revising the district's Homework Policy.
 - Improve the support we offer our students preparing for their future after graduation by:
 - Continuing to support and enhance the district's mentorship program;
 - Engaging with the business community, to better understand current opportunities for graduating students;
 - Visiting programs such as the Ulster BOCES Career Tech, P-Tech, and alternative education programs;
 - Working with district staff to enable our students to anticipate and participate in the jobs of the future.

8.05 Corrective Action Plan

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 Corrective Action Plan to the Management Letter for the Independent Audit for the 2019-2020 school year.

Motioned: Trustee Storey

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee DeJesus

No Longer Present:

Trustee Salem left the meeting at 9:05

8.06 Discuss Anonymous Letters to the Board

Various Board comments during the discussion at the 2/4/20 Board meeting:

17.01 The Board will discuss New Business

Received envelope at home with anonymous letters – first letter said that they were sent to school board at District, inquired and found that it is Board procedure to not address anonymous letters – set a long time ago

- All correspondence should be sent to Board members
- Is Board's job as elected officials to read all correspondence
 - Create file to be kept with District Clerk and offer Board access
- Put on another agenda for discussion

Come to agreement on what to do with anonymous letters

- Is the Board willing to put a statement on the website page that the Board does not read anonymous letters?
 - If someone sends something to the Board - all should see
 - If someone sends a threat of action - needs to be sent to law enforcement
 - Last anonymous letter seemed to have a real return address, but was phony
 - Writer knew that the anonymous letters sent to the District were not given to the Board so sent them to their homes, would rather letters get sent to Board from District

Motion to add this topic to the agenda

Motioned: Trustee Ratcliff

Seconded: Trustee Kurnit

Result: Unanimous

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

Not Present: Trustee DeJesus, Trustee Salem

Motion to add language on Board website that the Board will not read or act on anonymous letters

Motioned: Trustee Ratcliff

Seconded: Trustee Kurnit

Result: Passed

- Superintendent Victoria McLaren will check on legality

Yea: Trustee Osmond, Trustee Kurnit, Trustee Ratcliff, Trustee Sherry

No: Trustee Storey
Not Present: Trustee DeJesus, Trustee Salem

8.07 Vote on NYSSBA Resolutions- start at 15 (with Trustee Salem's votes)

PROPOSED RESOLUTION 15 5 Yes 1 No

RESOLVED, that the New York State School Boards Association seek to support legislation that would provide for training and certification for professional parent advocates to attend Committee on Special Education meetings and hearings.

PROPOSED RESOLUTION 16 1 Yes 5 No

RESOLVED, that the New York State School Boards Association support legislation that promotes the reduction in costs associated with an impartial hearing, independent evaluations requests, and attorney fees associated with due process claims.

PROPOSED RESOLUTION 17 6 Yes 0 No

RESOLVED, that the New York State School Boards Association support increased state and federal funding to provide educational equity by addressing the digital divide created by limited access to technology and broadband.

PROPOSED RESOLUTION 18 6 Yes 0 No

RESOLVED, that the New York State School Boards Association oppose mid-year state aid cuts to allow for educational continuity and fiscal stability for school districts.

PROPOSED RESOLUTION 19 1 Yes 5 No

RESOLVED, that the New York State School Boards Association produce, and widely recommend the adoption of a board policy, or language to be added to the existing policy related to child abuse, stating that the adopting district will encourage and facilitate all school personnel, including those who are mandated reporters and those who are not, to participate, once every three years, in a course or workshop that presents information related to signs of child abuse and the responsibilities of reporting it.

PROPOSED RESOLUTION 20 5 Yes 1 No

RESOLVED that the New York State School Boards Association support the proposed New York Health Act and any legislation at the state or federal level that provides single payer health care for all New Yorkers.

PROPOSED RESOLUTION 21 5 Yes 1 No

RESOLVED, that the New York State School Boards Association support legislation that requires every child

PROPOSED RESOLUTION 22 5 Yes 1 No

RESOLVED, that the New York State School Boards Association support legislation which requires the State of New York to hold school districts harmless for employee and retiree health care increases that exceed the Consumer Price Index.

PROPOSED RESOLUTION 23 2 Yes 4 No

RESOLVED, that the New York State School Boards Association support legislation that creates a process for tenure review and renewal occurring every five years throughout the career of all tenured public school employees. This process will include student, parent and colleague feedback, will not be driven by test scores, and is intended to be instructive, not punitive.

PROPOSED RESOLUTION 24 1 Yes 5 No

RESOLVED, that NYSSBA seek legislative support for eliminating the initial public straw vote in the process or the prospective merger or consolidation of school districts.

PROPOSED RESOLUTION 25 1 Yes 5 No

RESOLVED, that the New York State School Boards Association should encourage laws, regulations and policies that promote competition between BOCES when they provide non-instructional services to districts.

PROPOSED RESOLUTION 26 0 Yes 6 No

RESOLVED, that the New York State School Boards Association should encourage laws, regulations and policies that promote competition for and between BOCES when they provide non-instructional services to districts.

PROPOSED RESOLUTION 27 0 Yes 6 No

RESOLVED, that the New York State School Boards Association supports legislation that would require mandated reporters to participate in periodic refresher courses related to the signs of child abuse as well as the process and requirements when reporting it.

9. Independent Contract Retainers

9.01 Approve All ICRs

Recommended Action: The Board of Education hereby approves Item #s 9.02-9.03

Motioned: Trustee Kurnit

Seconded: Trustee Storey

Result: Unanimous

Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Ratcliff, Trustee Sherry

Not Present: Trustee DeJesus, Trustee Salem

9.02 ICR - Chaikin

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 Steve Chaikin retained as Impartial Hearing Officer for Superintendent Hearings effective October 7, 2020 through June 30, 2021 at a rate of \$550 per hearing with no fringe benefits or deductions and authorizes the Superintendent to sign such an agreement.

9.03 ICR - Decaro

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 Joseph Decaro retained as a Superintendent’s Hearing Impartial Officer effective October 7, 2020 through June 30, 2021 at a rate of \$550 per hearing with no fringe benefits or deductions 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 10.02-10.05

Motioned: Trustee Kurnit

Seconded: Trustee Storey

- Recognize Louise Guglielmetti and Barbara Brennan for their retirement – thank you for your service to the district
- Not sure if we go fully remote if COVID leave staff would start working from home (COVID leave is because of Child Care issues due to COVID- paid 2/3 of salary up to \$200 per day – regular FMLA is not paid)

Result: Unanimous

Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Ratcliff, Trustee Sherry

Not Present: Trustee Salem, Trustee DeJesus

10.02 Personnel Agenda

**APPOINTMENT: INSTRUCTIONAL
 FULL-TIME PROBATIONARY APPOINTMENT**

Be it hereby resolved that the Board appoints:

Thompson, Shelby, certified Teaching Assistant, to a 4 year probationary period in the tenure area of Teaching Assistant at a salary of Step 1 (replaces Smedes, Amanda) commencing on 10/7/2020 and ending on 10/6/2024.

Be it hereby resolved that the Board appoints:

Corbett-Leon, Julie, certified Teaching Assistant, to a 4 year probationary period in the tenure area of Teaching Assistant at a salary of Step 4 (replaces Guzman, Daniel) commencing on 10/19/2020 and ending on 10/18/2024.

Be it further resolved that, to the extent applicable under Education Law Section 3012-d and the accompanying Commissioner’s Regulations, in order to be considered for tenure, the above teaching assistants must have received and APPR rating of effective or highly effective in three of the four probationary years and must not receive an ineffective in the fourth year.

**APPOINTMENT: NON-INSTRUCTIONAL
 PROBATIONARY APPOINTMENT**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Blank, Adam	Monitor/Bennett	10/19/20 – 04/19/21	Step 2

SUBSTITUTE

NAME	POSITION	AMOUNT
Cole, Arthur	Custodial *pending pre-employment processing*	\$13.50/hour

RESIGNATIONS: INSTRUCTIONAL

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Basch, Stephanie	0.4 Art Teacher/Woodstock, Phoenicia	10/02/20	Personal
Smedes, Amanda	Teaching Assistant/Bennett	9/25/20	Personal

LEAVE OF ABSENCES: INSTRUCTIONAL

EMPLOYEE NUMBER	EFFECTIVE DATE FROM – TO * approx. dates*	REASON
2365	*9/9/20 – 12/9/20	FMLA PAID
2365	*12/10/20 – 12/23/20	SICK TIME PAID
3183	10/5/20 – 12/15/20	COVID FMLA

EXTRA DUTY STIPENDS

NAME	POSITION	AMOUNT
Curlaw, Alicia	Debating Club- Model Congress Advisor	\$1,404.00
Curlaw, Alicia	Gay Straight Alliance Advisor 1	\$1,016.00
Nelsen-Epstein, Christi	Gay Straight Alliance Advisor 2	\$1,016.00
Keenan, Bryan	Science Olympiad Coach-HS	\$1,942.00
Bucher, Donald	Science Olympiad Assistant Coach –HS	\$1,389.00
Nelsen-Epstein, Christi	French Club Advisor	\$1,779.00
Rivera, Stephanie	Yearbook Advisor –MS	\$1,732.00
Rushford, Michael	Student Affairs Council Advisor – MS	\$2,039.00
Turck, Sarah	Department Chairs-Guidance	\$7,230.00
Turck, Sarah	Department Chair-Guidance 4 counselor	\$280.00

RESIGNATIONS: NON-INSTRUCTIONAL

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Berryann, Kyle	Custodian/Phoenicia	10/2/20	Personal
Brennan, Barbara	Typist/High School	11/30/20	Retirement
Guglielmetti, Louise	Parent Peer Trainer/District	9/30/20	Retirement
Rogers, Connie	PT Monitor/Phoenicia	9/9/20	Personal

LEAVE OF ABSENCES: NON-INSTRUCTIONAL

EMPLOYEE NUMBER	EFFECTIVE DATE FROM – TO *approx. dates*	REASON
1073	*9/17/20 – 11/2/20	SICK BANK PAID
3462	9/19/20 – 9/25/20	FMLA PAID
3462	9/29/20 – 10/15/20	FMLA UNPAID

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, #10/20, Confidential, as reviewed by Trustee Sherry

10.04 Financial Report - July

Recommended Action: The Board of Education has reviewed and hereby accepts the Financial Report from July 2020

10.05 Warrant Schedule 3

Recommended Action: The Board of Education has reviewed and hereby accepts Warrant Schedule 3

11. Committee Reports-No Committees Met

12. Old Business

12.01 The Board will discuss Old Business
No old business was discussed

13. New Business

13.01 The Board will discuss New Business

- Put up COVID hotline to answer questions
 - Community has general questions – gather questions, put out answers
 - Important that the community has a voice- time to listen
 - Link on Facebook and Shoutpoint

14. Request For Information

14.01 Board members will request information of the Superintendent
No information was requested

15. Adjournment

15.01 Adjourn
Recommended Action: The Board hereby adjourns at 9:45
Motioned: Trustee Osmond
Seconded: Trustee Sherry
Result: Unanimous
Yea: Trustee Osmond, Trustee Kurnit, Trustee Storey, Trustee Ratcliff, Trustee Sherry
Not Present: Trustee Salem, Trustee DeJesus

Minutes Recorded by Fern Amster,
District Clerk



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