

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

WORKSHOP MEETING

6:00 p.m.

**TUESDAY, NOVEMBER 24, 2020**

TELECONFERENCING

## MINUTES

### 1. Opening Items

1.01 Call to Order 6:00

1.02 Tobacco Policy Statement

1.03 Roll Call:

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

Not Present: Trustee Storey

### 2. Acceptance of Minutes

2.01 Acceptance of Minutes (proposed 6:05)

*Recommended Action:* The Board of Education hereby accepts minutes of November 10, 2020 Board meeting

Motioned: Trustee Ratcliff

Seconded: Trustee Kurnit

Result: Unanimous

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

Not Present: Trustee Storey

### 3. Superintendent Update

3.02 Marieke van Woerkom from the Morningside Center for Teaching Social Responsibility will present (6:15 duration 15 min)

- Morningside representative working with K-6 students and staff
- People in schools need to have the skills to resolve their own conflict
  - Having healthy relationships before conflict erupts or takes place – be in community with each other
- Think of 3 adjectives and a noun of what your hopes and dreams are for young people
  - Much of this is social-emotional learning
- Restorative practices– instead of punitive measures, work through problems with other students – more equitable
- Training teachers to deliver curriculum and model the skills for the students
- 2019-2020:
  - 3.5 full days
  - Implementation of curriculum - Students are intentionally taught skills
  - Coaching support in classroom
- 2020-2021 have collective trauma along with trauma already dealing with
  - Self-care for teachers – model skills in highly stressful environment with all technology
  - Work with students so they have skills to manage themselves
    - Stay connected in communities

- Developing Google docs with resources
- Planning more parent workshops – important for parents to speak to other parents and have self-care skills

Discussion:

- Success measured by attendance, referrals, asking students how they feel in their classrooms – welcome and supported? – also asking teachers how they feel in their school community
  - Also through conflict resolution, discipline, referrals, attendance
  - Clear correlation to academics

3.03 Assistant Superintendent for Business, Monica LaClair will present the COVID Financial Impact on the District (proposed 6:30 duration 30 min)

6:40

- Went over the history of bringing back staff and students from the day Onteora closed 3/13/2020
- Went over the savings and expenses of COVID-19
  - Savings of \$2.1 million - Net Savings to date after purchases of COVID related needs, unemployment, technology, additional help for students \$237,500
- Went over Budget concerns for next year

Discussion:

- Worse case scenario is based on Gap Elimination adjustment debacle – but Onteora is funded by 80% taxes, 20% State aid
  - Most districts 50%, 50%
  - 20% cut would decimate most districts, but not Onteora
- Could play out over 4 years
- State needs to increase unappropriated fund balance to above 4%
  - Many schools would be better if they were permitted to save money year to year
    - Tax levy limit adds to this
- Home values are high, but population is not wealthy, but have good tax base

3.01 The Superintendent will update the Board on District News

7:00

- Organizing a book drive, noted in a recent meeting that there is a need for students to have access to books - especially for remote students
- Winter sports was scheduled to begin 11/30/20 except basketball and wrestling are deemed high risk, rest were supposed to start but because of rate of infection increase it needs to be delayed
  - Belong to section with Orange, Sullivan and Dutchess counties
    - One county asked if season could be delayed until January
    - Ulster and Orange agreed
- Switch to remote learning for 2 weeks after Thanksgiving
  - Not experienced a large number of cases in district, have recently seen an uptick
  - Looking at a potential for spike –incubation period is 14 days

- Hoping to return to in-person learning more successfully
- Understand the hardship to families, hoping by planning now instead of quarantining at a moment's notice make it easier

Discussion:

- Vermont Governor putting on questionnaire that if you spent Thanksgiving in another household, need to quarantine
- Teachers will be in buildings – should be able to work from home
  - There is an accommodation to work from home if you have child care issues
  - All staff will be in buildings to have all resources available to them
  - Distance from other people, when you are not wearing a mask
    - Students have mask breaks, eat lunch in the room together
    - Teacher will be in the room by themselves; easy to stay apart without students
    - No official statement from Teacher's Union
- Yellow designation requires testing if you go back to in-person learning
  - County not ready to do that, so can go to remote learning
  - Faculty and Staff can go back in the buildings regardless of the designation
- How about essential workers and 25% of staff to reduce density
  - Teachers have contacted the Board to say they are scared- give teachers choice
    - Will be less density without students
- Consider allowing the teaching core to teach from home
  - Creates inequitable situation – a lot of employees cannot work remotely
    - Second to safety and well being
  - Talk to the union

#### 4. Board District News

4.01 The Board will report District News (proposed 6:55)

7:20

Trustee Kurnit reported:

- Participated in a webinar Bridging the Inequity Divide Through Policy
  - A lot of work to create policy Equity, Diversity and Inclusion in Education but is progressive and comprehensive
- UCSBA meeting is 12/10/20 as a Zoom meeting with County Executive, January meeting with Legislature

Trustee Ratcliff reported that NY has 2 new incoming State senators

- Opportunity to sit down with new policy makers and discuss the Combined Wealth Ratio that makes us a rich district, but we are not
  - Board to reach out to them

#### 5. Student Representative Report

5.01 Student Representative Leon Savage will report to the Board (proposed 7:00)

7:25

No news to share

**6. Acknowledge Public Be Heard Comments**

- 6.01 The Board will acknowledge the public be heard comments from the last meeting  
No one spoke last meeting

**7. Public and Student Comment**

- 7.01 Public and Students may comment on any agenda or non-agenda item (10 min or more) (proposed 7:05)  
No one spoke

**8. Discussion and Possible Action**

- 8.01 Revised School Calendar for Cancellation of January Regents

*Recommended Action:* The Board of Education hereby approves the revised calendar to reflect the cancellation of the January Regents.

Motioned: Trustee Salem

Seconded: Trustee DeJesus

Result: Unanimous

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

Not Present: Trustee Storey

- 8.02 Approve Unpaid Tax Warrant

*Recommended Action:* BE IT HEREBY RESOLVED by the Board of Education of the Onteora Central School District upon recommendation by the Superintendent of Schools that the Board of Education approve the warrant for unpaid taxes in the amount of \$2,348,584.14 for Ulster County and agree by signing such warrant. BE IT HEREBY RESOLVED by the Board of Education of the Onteora Central School District upon recommendation by the Superintendent of Schools that the Board of Education approve the warrant for unpaid taxes in the amount of \$196,757.46 for Greene County.

Motioned: Trustee Ratcliff

Seconded: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee Storey

**9. Policies**

- 9.01 First Reading of New Policy 2130 Board Community Communications

- Composed by Policy Committee to address anonymous letters and include the Communications Committee

2020 2130 Internal Operations **BOARD COMMUNITY COMMUNICATIONS**

The Board of Education encourages transparent engagement and communication with the school community.

One of the most direct ways to communicate with the Board as a whole is during the Public Be Heard portion of the Board's public meetings (see Policy #1512)

The Board can be reached as a whole via email at [onteoraboe@onteora.k12.ny.us](mailto:onteoraboe@onteora.k12.ny.us).

While members of the Board may receive individual communications from the public, individual trustees cannot make decisions for, or represent positions of the Board as a whole, unless they have previously been publicly determined.

The Board directs the District Clerk to receive and review physical letters sent as correspondence to the Board. Anonymous letters will be reviewed and filed by the District Clerk, except as may be required pursuant to law or Board policy when correspondence pertains to: whistleblower complaints, retaliatory behavior, sexual harassment, allegations of fraud, health and safety issues, and legal issues.

The Board may also call upon the Board Communications Committee, if appropriate, to assist with community communications, in concert with the Administration.

#1512 Public Be Heard: Regular Board Meetings/Workshop Sessions; #5572 Allegations of Fraud; #5573 "Whistle-Blower" Protection Policy; #3421 Sexual Harassment

## 10. Independent Contract Retainers

### 10.01 Approve All ICRs (proposed 7:20)

*Recommended Action:* The Board of Education hereby approves Item #s 10.02-10.03

Motioned: Trustee DeJesus

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee Storey

### 10.02 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 retained as Physical Therapist effective November 25, 2020 to December 15, 2020 at a rate of \$150.00 per hour to a maximum of \$15,000.00 with no fringe benefits or deductions and authorizes the Superintendent to sign such an agreement. REVISED

### 10.03 ICR - Woodall

*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 Lorna Woodall retained as Physical Therapist effective December 16, 2020 to February 26, 2021 at an hourly rate of \$87.00, and overtime hourly rate of \$130.50 to a maximum of \$40,000.00 with no fringe benefits or deductions and authorizes the Superintendent to sign such an agreement.

## 11. Consent Agenda

### 11.01 Approve Consent Agenda (proposed 7:25)

*Recommended Action:* The Board hereby approves item numbers 11.02-11.05

Motioned: Trustee Salem

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee Storey

### 11.02 Personnel Agenda

**RESIGNATIONS: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
VanLeuvan, Dillon	Custodial Worker	11/25/2020	To accept Custodian position

**TEMPORARY APPOINTMENT: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Langdon, Kaitlyn	1 <sup>st</sup> Grade Elementary/Woodstock	*approx. dates* 1/4/2021 – 6/25/2021	Extended appointment MA Step 1
Rega, Rosa	Teaching Assistant/Bennett	*approx. dates* 11/25/2020 – 12/31/2020	Leave replacement for C. Kellogg

**APPOINTMENT: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	SALARY STEP	REMARKS
Lemmens, Joris	Network Support Specialist II	11/4/2020	Step 4	REVISED/Provisional
VanLeuvan, Dillon	Custodian	11/25/2020	Step 13	Promotion/Provisional

**LEAVE OF ABSENCES: INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE FROM – TO	REASON
4124	11/17/2020 – 12/31/2020	COVID FMLA- M-W
3294	1/4/2021 – 6/25/2021	Parental Leave of Absence

**LEAVE OF ABSENCES: NON INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE FROM – TO	REASON
3975	*approx. dates* 11/9/2020 – 12/21/2020	FMLA PAID LEAVE

11.03 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, #11/20, Confidential, as reviewed by Trustee Storey

11.04 Approve Clark Patterson Lee Contract for Bennett Gym Heating & Ventilating

*Recommended Action:* BE IT RESOLVED, that the Board of Education of the Onteora Central School District retains the firm of Clark Patterson Lee (“CPL”) to provide professional services, as set forth in CPL’s letter proposal dated May 7, 2020, in an amount not to exceed \$70,900; and  
 BE IT FURTHER RESOLVED, that the Board of Education authorizes the Superintendent to sign the May 7, 2020 letter proposal from Clark Patterson Lee, a fully-executed copy of which shall be placed on file with the District Clerk, as well as any other documents necessary for the acceptance of the work described herein.

11.05 Initiate Law Suit against Insurance Company

*Recommended Action:* RESOLVED, that the Board hereby authorizes the firm of Monteiro & Fishman, LLP to initiate a lawsuit against CNA Insurance Company,

National Fire Insurance Company of Hartford, Transcontinental Insurance Company, and Pacific Employers Insurance Company, and any of their relevant affiliates and successors, with regard to the District's request for defense and indemnification from any of the aforementioned companies in an underlying negligence lawsuit.

**12. Committee Reports - no committees met**

**13. Old Business**

- 13.01 The Board will discuss Old Business  
No old business was discussed

**14. New Business**

- 14.01 The Board will discuss New Business  
No new business was discussed

**15. Request For Information**

- 15.01 Board members will request information of the Superintendent  
No requests for information

Motion to have a second Public Be Heard

Motioned: Trustee Kurnit

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee Storey

Public Be Heard

Leigh Ann VanDeBogart – concerned about teachers exposure to each other and then not having the staff when students returned

- Put in FAQ with answer for the community

Motion to adjourn

Motioned: Trustee Salem

Seconded: Trustee DeJesus

Result: Unanimous

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

Not Present: Trustee Storey

Rescind motion to adjourn

Motioned: Trustee Ratcliff

Seconded: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee Storey

**16. Executive Session**

16.01 Enter executive session (proposed 7:35)

*Recommended Action:* Motion to enter into executive session to discuss the employment history of a specific employee

Motioned: Trustee DeJesus

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee Storey

16.02 Exit Executive Session

*Recommended Action:* Motion to exit executive session and return to public session

Motioned: Trustee Ratcliff

Seconded: Trustee DeJesus

Result: Unanimous

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

Not Present: Trustee Storey

**17. Adjournment**

17.01 Adjourn

*Recommended Action:* Motion to adjourn the meeting at 8:45

Motioned: Trustee Ratcliff

Seconded: Trustee DeJesus

Result: Unanimous

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

Not Present: Trustee Storey

Minutes Recorded by Fern Amster,  
District Clerk



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