

ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:00 p.m.

TUESDAY, NOVEMBER 8, 2022

WOODSTOCK SCHOOL

MINUTES

1. Opening Items

1.01 Call to Order 6:00

1.02 Tobacco Policy Statement

1.03 Pledge of Allegiance

1.04 Roll Call

Present: Trustee Sherry, Trustee Bishop, Trustee Wallis, Trustee Reimondo,
Trustee Hemingway Lynch, Trustee Taylor

Not Present: Trustee Storey

2. Executive Session

2.01 Enter Executive Session (duration 30 min)

Recommended Action: Motion to enter into executive session to discuss the
employment of certain personnel

Motioned: Trustee Wallis

Seconded: Trustee Bishop

Result: Unanimous

Yea: Trustee Sherry, Trustee Bishop, Trustee Wallis, Trustee Reimondo, Trustee
Hemingway Lynch, Trustee Taylor

2.02 Exit Executive Session

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

Motioned: Trustee Bishop

Seconded: Trustee Reimondo

Result: Unanimous

Yea: Trustee Sherry, Trustee Bishop, Trustee Wallis, Trustee Reimondo, Trustee
Hemingway Lynch, Trustee Taylor

3. Welcome

3.01 Woodstock Principal, Scott Richards will welcome the Board (duration 10 min)

- The Woodstock Elementary School reinstalled the sensory path for mind and body walk in the K-1 wing
- The Science Room is back up and running which has been storage space for the last two years
- Mr. Richards announced that they reinstated the Reading Buddies Program
 - This is where the third-grade students read to the kindergarten students
- Mr. Richards also noted that Woodstock is utilizing the "Try it Tuesday" program
 - Students try fresh food from the outside garden
- Student Artwork hanging in the hallway, so Mr. Richards encouraged the Board and audience to walk the hall during the break

4. Presentation

4.01 Presentation by Director of Food Services, Christine Downs to discuss the food services program (duration 20 mins)

- Ms. Downs is an Alumni from Onteora and worked as a chef prior to coming to work at the Onteora District
- Ms. Downs originally implemented the “Try it Tuesday” program and is so happy that Mr. Richards is continuing with it
- New to this year is “New York Thursdays”
 - serves “New York” food
- Farm to School, purchases local whenever possible and available
 - Goal is to feed the student good, tasty food
- Ms. Downs also noted that the free and reduced lunch percentage stays even as the population of students decrease
- Community refrigerators were discussed
 - Many challenges surrounding this discussion
 - The Health Department is allowing school districts to have share tables however, the food needs to be monitored by time and temperature, so hazardous food is not being provided
 - Ms. Downs is asking students to help figure out how to make a shared table more appealing, so students are not embarrassed to take food
 - If the district was to implement a community fridge, it would need to be monitored by a staff member at all times

5. Acceptance of Minutes

5.01 Acceptance of Minutes

Recommended Action: The Board of Education hereby accepts minutes of October 25, 2022 and November 2, 2022

Motioned: Trustee Wallis

Seconded: Trustee Bishop

Result: Unanimous

Yea: Trustee Sherry, Trustee Bishop, Trustee Wallis, Trustee Reimondo, Trustee Hemingway Lynch, Trustee Taylor

6. Student Representative Report

6.01 The Student Representative on the Board, Noelle Crandell, will give a report

- Recently in Student Government, the students met to set initiatives for the year as well as form committees
 - The students plan to reignite some of the initiatives pre COVID-19 such as...
 - Mental health and consent initiatives
 - Hope to collaborate with lower levels of Student Government
- Student Government voted to create a new position of a class representative in the hope to add more collaboration
- The senior class has chosen to have their prom held at the Chateau in Kingston on May 6, 2023

- Bellayre Bash and SAD Club is hosting the Harlem Wizards on December 1, 2022
 - Tickets will be sold online
- The Spanish Club is hosting a bad mitten tournament tomorrow after school
- Multiple students will be representing Onteora at the Area All-State Music Festival on November 19, 2022 in Tri-Valley
- Winter sports begin November 14, 2022

7. Superintendent District News

7.01 The Superintendent will report District News

- Electric Bus Grant
 - As our community might have read, we have been awarded a grant for the purchase of electric buses. This is a large amount of funding and will allow for the purchase of 21 vehicles and also for some infrastructure work in support of these vehicles. The District has a number of details to work through before moving forward in the process. When the District applied for the grant, the thought was that we would obtain these vehicles for use by our bus contractor. Ms. McLaren noted that we have very little information as to how this program will be implemented at this time, but we are gathering information and plan to have a Board presentation at the December 6th meeting. The Rondout Valley Central School District was also awarded a grant so Ms. McLaren is hopeful that they can compare notes as we work through this process and learn together. We have similar geographical challenges and work with the same bus contractor.
- Shared Decision-Making Team
 - Ms. McLaren has a shared decision-making team meeting scheduled for tomorrow. She plans to share the Board goals and the study conducted by Dr. Baughman. This study was presented to the Board in January 2020, but we did not have time to really analyze the results after his presentation. We need to review this work and come up with the next steps as an SDM committee. Ms. McLaren is also suggesting that the Board review the study results at the December 6th Board meeting. The full report, the PowerPoint presentation, and the recording of the Board presentation by Dr. Baughman are all available on the website under Plans and Reports.
- Donations
 - We recently completed a one-page sheet that has been added to the website letting community members know how to donate to the school or school-related organizations. On the Community Resources tab of our website, there is an item named "Information on Community Donations". We have included information on donating to our District clubs and scholarships as well as how to donate to the Onteora Booster Club and the PTAs. The Booster Club and the PTAs are our partners in so many ways that Ms. McLaren felt it was essential to include information for them as well. This will also be highlighted in the upcoming newsletter.
- Snow Days
 - As we head into winter, Ms. McLaren needs to remind everyone that we have six snow days built into our school calendar. Although the NYSED is

continuing to allow virtual learning days, the plan is to utilize the snow days. If and when we deplete the six snow days, the district will consider the viability of virtual learning days on an individual situational basis. As everyone is aware, inclement weather in this district is often accompanied by electric and internet outages. If there are outages, we cannot deliver instruction and students cannot participate in instruction. This creates both an access and an equity issue. As we progress through the winter season, we will keep track of the use of our days and keep everyone informed of our plans. In the meantime, please ensure that if you want to receive a text or a phone call from our automated system, you have signed up for your preferred method of communication. You can sign up, change, or check what you have set up by contacting Sharon Wood. She can be reached at 845-657-8851.

- Holidays
 - We are nearing the completion of the first marking period. This has been a wonderful return to a more normal school year and everyone has been enjoying this time. We are entering the holiday season, with Thanksgiving quickly approaching. Ms. McLaren hopes that everyone is able to appreciate the season and spend time with loved ones.

8. Board District News

8.01 The Board will report District News

- Trustee Bishop reported that Trustee Taylor, Trustee Storey, Superintendent McLaren and herself attended the NYSSBA Convention in Syracuse recently and learned so much, especially school law information
- Trustee Hemingway Lynch reported that the Town of Olive Survey Plan results are completed and online.
 - Meeting on November 17, 2022
- OTA and ONTEA have offered to partner with the Table of Woodstock to help provide holiday meals

9. Acknowledge Public Be Heard Comments

9.01 The Board will acknowledge the public be heard comments from the last meeting
Neal Brownell

10. Public and Student Comment

10.01 Public and Students may comment on any agenda or non-agenda item

- Neal Brownell
 - Don't put them in a box
- Lindsay Shands
 - The Woodstock PTA is hosting their annual craft fair this Saturday from 10am-3pm
 - There will be 40 vendors from Ulster County and beyond
 - Food and raffles, along with a Lego City
 - Encouraged the Board of Education to send a shoutpoint of the board goals. Many community members were unaware the board set their goals

- Woodstock PTA donations
 - Accepts cash or checks
 - 100% proceeds go towards the children
- The individuals listed below all spoke on the same subject regarding their or their child's personal interactions with particular personnel
 - Gina Kothe
 - Leslie Stearn
 - Kevin Christofora
 - Noah Stearn (student)
 - Trip Ingalsbe
 - Emerson Ingalsbe (student)
 - Kristen Eberhard

11. Discussion and Possible Action

11.01 Approve Overnight Trip

Recommended Action: The Board of Education hereby approves the overnight trip for Madeline Mills and Rachel Williams to attend the NYSPHSAA Cross Country Championships in Verona, New York on November 11-12, and pay all necessary fees.

Motioned: Trustee Hemingway Lynch

Seconded: Trustee Wallis

Result: Unanimous

Yea: Trustee Sherry, Trustee Bishop, Trustee Wallis, Trustee Reimondo, Trustee Hemingway Lynch, Trustee Taylor

12. ****Break****

12.01 The Board will take a 5-minute break at 7:45 pm

13. Policies

13.01 First Reading of Policy 8320 Library Material Selection

2002- 8320
Instruction

SUBJECT: ~~SELECTION OF LIBRARY AND AUDIOVISUAL MATERIALS~~

~~The Board of Education agrees that the responsibility of the school library is:-~~

- ~~a. To provide materials that will enrich and support the curriculum, taking into consideration the varied interests, abilities and maturity levels of the students served.~~
- ~~b. To provide materials that will stimulate growth in factual knowledge, literary appreciation, aesthetic values and ethical standards.~~
- ~~c. To provide a background of information that will enable students to make intelligent judgments in their daily lives.~~

- d. ~~To provide materials on opposing sides of controversial issues so that young citizens may develop, under guidance, the practice of critical reading and thinking.~~
- e. ~~To provide materials representative of the many religious, ethnic, and cultural groups and their contribution to our American heritage.~~
- f. ~~To place principle above personal opinion and reason above prejudice in the selection of materials of the highest quality in order to assure a comprehensive collection appropriate for the users of the library.~~

~~In interpreting these principles, the following will apply:~~

- a. ~~Broad and varied collections will be developed systematically by the librarian and the audiovisual specialist, based on recommendations of the professional staff and suggestions of students and parents. Final approval will be made by the Building Principal.~~
- b. ~~Qualitative standards of selection involving factual accuracy, authoritativeness, artistic quality and appeal will be applied by librarians and audiovisual specialists before purchases are made.~~
- c. ~~Materials will not be excluded because of the race, nationality, political opinions or religious views of the author.~~
- d. ~~Materials will be continuously re-evaluated in relation to changing curriculum and instructional needs. Worn out, out-dated materials will be discarded.~~

~~Rules of the Board of Regents Section 21.4~~

2022 8320
1 of 2

SUBJECT: LIBRARY MATERIALS SELECTION

The Board of Education supports the establishment and maintenance in each building of library-media centers which provide services to students and staff. The Board delegates the responsibility to the Superintendent or his/her designee for the selection and purchase of materials and equipment.

The library-media staff will work closely with students, staff and administrative personnel in the selection and evaluation of materials for purchase.

In order to provide the Superintendent and his/her staff with guidance in the acquisition of instructional resource material, such as library books, references, audiovisuals, maps, etc., the Board endorses the following guidelines that such resources:

1. provide information that will enrich and support the curriculum, taking into consideration the varied interests, abilities, and maturity levels of the students served;

2. provide information that will stimulate growth in factual knowledge, literary appreciation, aesthetic values, and ethical standards;
3. provide information that will enable students to make intelligent judgments in their daily lives;
4. provide information on opposing sides of controversial issues so that young citizens may develop under guidance the practice of critical reading and thinking;
5. provide information representative of the many religious, ethnic, and cultural groups and their contributions to our American heritage;
6. include, in the body of works as a whole, characters and settings which reflect the racial, ethnic, cultural and religious makeup of the student body and the country as a whole;
7. promote the understanding and appreciation of culture, class, language, race, ethnicity and other differences that contribute to the diversity of American culture; and
8. place principle above personal opinion and reason above prejudice in the selection of materials of the highest quality in order to assure a comprehensive collection appropriate for the users of the library.

The Superintendent shall be responsible for the selection of resource materials within the aforesaid guidelines and for the determination of factual accuracy, readability, authoritativeness, integrity and quality of format. To assist in the selection process, reputable, unbiased professionally prepared aids (such as the Horn Book, School Library Journal, etc.) shall be consulted as guides.

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In order to respond to any complaints about, or challenges to, the selection of library materials, the district has adopted regulations (1420-R, Complaints About Curricula or Instructional Materials Regulation) establishing a complaint procedure and providing for a committee to review such complaints or challenges.

If any person wishes to permanently remove materials from a school district library, they must seek the formal approval of the Board. The Board may determine that such materials should be removed. Such determination must not be based upon official suppression of ideas, but rather upon the educational suitability of the materials in question. Only the Board and/or the Superintendent may authorize said permanent removal of instructional materials, pursuant to the decision of the Board.

Cross-ref: 8330, Complaints about Curricula or Instructional Materials

Ref: Education Law §§1709(15); 1711(5)(f)
Board of Educ., Island Trees UFSD v. Pico, 457 US 853 (1982)

13.02 First Reading of Policy 8330 Complaints about Curricula or Instructional Materials

-2002 8330
Instruction

SUBJECT: ~~OBJECTION TO INSTRUCTIONAL MATERIALS~~

~~Any criticism of instructional materials that are in the schools should be submitted in writing to the Superintendent. The Board of Education will be informed. A committee, including the librarian and Building Principal, will be designated by the Superintendent to investigate and judge~~

~~the challenged material according to the principles and qualitative standards stated in Policy #8320.~~

Curriculum Areas In Conflict With Religious Beliefs

~~A student may be excused from the study of specific materials if these materials are in conflict with the religion of their parents or guardian. Alternatives may be provided that are of instructional value.~~

~~Education Law Section 3204(5)~~

2022 8330
Instruction

**SUBJECT: COMPLAINTS ABOUT CURRICULA OR
INSTRUCTIONAL MATERIALS**

The Board of Education recognizes its responsibility for the selection of instructional materials. The Board expects district teachers and administrators to recommend books and other materials in accord with sound educational principles and practices, and to use them effectively in the classrooms. However, the Board also recognizes the right of community members to voice concerns and/or complaints regarding the implementation of a particular curriculum and/or instructional material.

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Any criticism of instructional materials that are in the schools that cannot be resolved informally shall be submitted in writing to the Superintendent of Schools. An Instructional Material Review Committee, consisting of an administrator, a librarian, a teacher and a parent of a student enrolled in the district, will be designated by the Superintendent to investigate and judge the challenged material.

The committee shall make recommendations to the Superintendent concerning the disposition of the complaint, and the Superintendent will issue a decision. This decision may be appealed to the Board, and the decision of the Board shall be final.

Ref: Education Law §§1709(15); 1711(2)(f)
Board of Educ., Island Trees UFSD v. Pico, 457 US 853 (1982)

13.03 First Reading of Policy 1322 Ex Officio Student Member of the Board of Education

2022 1322
1 of 2

By-Laws

SUBJECT: EX OFFICIO STUDENT MEMBER OF THE BOARD OF EDUCATION

The Board of Education believes that it is important to include students' voices in its deliberations, the Board, therefore, supports the appointment of an ex officio student member to the Board for the purpose of providing regular and direct communication between the Board and the student body.

Good faith actions, mutual respect, and cooperative effort of all parties are essential to a positive and meaningful partnership and bringing about meaningful changes. to the Board believes that an ex officio student member will:

1. provide students with an opportunity to express their voices, take ownership of their education, and impact Board decisions through participation in discussion at the board table;
2. provide for the Board and students a vehicle through which they may exchange information and learn from one another;
3. provide an opportunity for a student to gain experience with governance and leadership;
4. broaden the base of information available to those ultimately responsible for educational decision making by informing the board meeting agenda with a student's perspective; and
5. develop an environment that encourages inclusion, understanding, trust, and respect.

Establishment of Position of Ex Officio Student Member of the Board

As submitted by the Board and approved by the district voters on May 11, 2004, the Board will have an ex officio student member. The ex officio student member will be entitled to sit with Board members at all public meetings of the Board, participate in all Board public hearings and meetings, and may participate in training opportunities at the discretion of the Board, but will not be required to participate in mandatory training for elected or appointed Board members.

(continued)

The ex officio student member will NOT: be allowed to vote; be allowed to attend executive sessions; or be entitled to receive compensation of any form for participating at Board meetings. Neither will they have the authority to call a special and/or emergency meeting of the Board; be considered a "member" of the Board for the purpose of establishing a quorum for conducting business; or be allowed to see or discuss documents or information regarding individual district personnel, collective bargaining negotiations, individual student records, or any other confidential matters.

The ex officio student member will serve for a term of one (1) year, commencing on July 1 and ending on the succeeding June 30. Attendance at Board meetings will not be expected for the ex officio student member during July and August.

Qualifications and Selection of the Ex Officio Student Member of the Board

The ex officio student member must be a senior at the high school and will have attended such high school for at least two years prior to selection. The selection process will take place at the end of the school year preceding the next term. All qualified students interested in being the ex officio student member should contact the Building Principal.

If the selected ex officio student member resigns the position, is removed, or is no longer able to serve, a new ex officio student member will be selected in accordance with this policy; **OR** by the Superintendent or designee, unless the Board determines there is not enough time to make the selection before the school year ends.

The Superintendent of Schools, subject to the approval of the Board, will select an ex officio student member who is a member of the district-wide student government.

Additional Provisions

The ex officio student member represents the student body, and acts as an example for the students of the district. Such students are expected to abide by all applicable Board policies including the student Code of Conduct. Violations may result in removal from the position as determined by the Board. The Board may also declare the seat vacant if the ex officio student member fails to attend three consecutive Board meetings without sufficient excuse.

The Superintendent or designee is responsible for arranging for an orientation program for the ex officio student member. The Superintendent will establish procedures for the ex officio student member with the Board of Education if necessary to implement this policy.

At two-year intervals from the date last offered to the voters, if the Board determines that it wishes to discontinue the ex officio student board member position, it may submit that as a proposition to the voters on the same date as the annual district election and budget vote.

Ref: Education Law §§1702(3), (3-a); 1709; 1804(12), (12-a); 1901(2), (3); 2109; 2502(8), (10), (10-a)

13.04 First Reading of Policy 6160 Professional Growth/Staff Development

~~2018~~ 2022 6160
Personnel
Page 1 of 2

SUBJECT: PROFESSIONAL GROWTH/STAFF DEVELOPMENT

The Board of Education believes that staff training and development help ensure the success of educational programs and improve the efficiency of the district. Therefore, the district will provide development opportunities to staff to increase their effectiveness and job performance. The Superintendent of Schools shall be responsible for implementing and administering staff development programs for the district's employees.

Administrators

All administrators in the school district will receive appropriate training and professional development in accordance with law, regulation or any applicable collective bargaining agreement. The Superintendent will be responsible for providing such training and development.

Teachers

All teachers will be provided with substantial professional development opportunities directly related to their current teaching assignment and to student learning in accordance with any applicable collective bargaining agreement, the district's Professional Development-Learning Plan. The plan shall include:

- A needs analysis, goals, objectives, strategies, activities and evaluation standards for professional development in the district and a description of how the district will provide all teachers substantial professional development activities directly related to student learning needs identified in school report cards and other sources.
- A description of how the professional development provided will align with New York standards and assessments, teacher capacities and student needs, including linguistic, cultural diversity and special needs. Activities must be articulated across grade levels and subject areas and show how they will be provided and measured in a continuous manner.
- A description of how it will provide teachers holding a professional certificate with opportunities to maintain their certificate in good standing by successfully completing 100 hours of professional development every five years.

- A mentoring program to provide support for new teachers in order to ease the transition from teacher preparation to practice, thereby increasing retention of teachers in the public schools, and to increase the skills of new teachers in order to improve student achievement.
- Unless granted an exemption by the Commissioner of Education a description of how the district will provide professional development to teachers and Level III teaching assistants to address the needs English Language Learners.

The Board shall establish a Professional Development-Learning Plan Committee to review and revise the district's Professional Development Learning Plan every three years, or more frequently as necessary. The Board shall appoint members to the team who have been selected by the respective constituent groups, at the first regular Board meeting in July- September.

The Professional Development-Learning Plan Committee shall meet on or before October 1. The Superintendent or their designee will serve as the chair of the team and will be responsible for ensuring the timely review and revision of the district's Professional Development-Learning Plan.

(Continued)

2018 2022 6160
Personnel
Page 2 of 2

SUBJECT: PROFESSIONAL GROWTH/STAFF DEVELOPMENT (Cont'd)

The Professional Development-Learning Plan Committee will submit any recommended revisions to the Board Policy Committee and then to the Board by May 1-October 15. The Board will consider the recommendations at its first regular meeting thereafter. The Board may accept or reject the recommendations of the team in whole or in part. The Board may also request any additional information or data needed to evaluate the success of the program in achieving its objectives.

Any further changes in the plan must be submitted to the Board by June 1-November 1. The Board will consider and act on the revised plan by June November-30. The Board reserves the right to make changes to the revised plan.

The Board acknowledges that the Appendix to the approved plan may be modified throughout the school year as the approved vendors listed in the Appendix may change. Based on this, the Board, therefore, authorizes the Superintendent to make any revisions to the approved vendor list as they deem necessary.

Teaching Assistants

All teaching assistants will be provided with the opportunity to participate in professional development directly related to their position, and in support of student learning. Which-This will enable them those with a certificate title of Teaching Assistant Level III to meet the hundred-hour requirement over five (5) years.

Other Professional Staff and Support Staff

The district will provide staff development activities for other professional staff and support staff within the financial constraints of the district budget and in accordance with applicable collective bargaining agreements.

Other Staff Development Opportunities

The Board recognizes that many staff development opportunities are provided through non-school district sources. Within budgetary restraints, district employees may attend conferences, workshops, study councils, in-service courses, summer study grants, school visitations, and other relevant staff development opportunities.

Released time and reimbursement for such activities will be available upon approval of the Superintendent and in accordance with applicable collective bargaining agreements. The Superintendent may establish regulations pursuant to this policy to establish the circumstances under

which such released time and reimbursement may be available. Staff members who attend such activities will be required to prepare a report or summary of the activity attended.
Adopted 5/1/18

14. Consent Agenda

14.01 Approve Consent Agenda

Recommended Action: The Board hereby approves item numbers 14.02 -14.07

Motioned: Trustee Taylor

Seconded: Trustee Bishop

Result: Unanimous

Yea: Trustee Sherry, Trustee Bishop, Trustee Wallis, Trustee Reimondo, Trustee Hemingway Lynch, Trustee Taylor

14.02 Approve Volunteer

Recommended Action: The Board of Education hereby approves the following volunteers listed below:

Phoenicia:

Brooke Baxter-Bailey

Christina Brown

Sarah Hemingway Lynch

Pamela Peltzman

Shane Haas

Bennett:

Sarah Hemingway Lynch

14.03 Approve Bennett HVAC BID

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 award of the bid Bennett Elementary School Gymnasium HVAC Improvements based on the bid documents of August 25, 2022 to the lowest responsible bidder, C.B Strain, a Division of Dynamic System, for the amount of \$884,408.00 and authorizes the Superintendent to sign such an agreement.

14.04 Financial Report

Recommended Action: The Board has reviewed and hereby accepts the Financial Report from September 2022

14.05 Warrants

Recommended Action: The Board of Education has reviewed and hereby accepts Warrant Schedule 5

14.06 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, #11/22, Confidential, as reviewed by Trustee Wallis

14.07 Personnel Agenda

Salary Advancements November 8, 2022 BOE Meeting, retroactive to September 1, 2022

Name	Position	School	Current			Added	Add'l	After Advancement		
			Step	Credits	Salary	Credits	Money	Step	Credits	Salary
Babcock, Alyssa	Science	Middle School	22	0	\$116,140.00	6	\$882.00	22	6	\$117,022.00
Brown, Jillian	Psychologist	High School	4	12	\$75,233.00	6	\$882.00	4	18	\$76,115.00
Bruck, Jennifer	Elementary	Bennett	22	42	\$122,314.00	6	\$882.00	22	48	\$123,196.00
Constant, Geordana	English	Middle School	6	30	\$81,718.00	6	\$882.00	6	36	\$82,600.00
Countryman, Kristina	Reading	Bennett	17	30	\$103,595.00	6	\$882.00	17	36	\$104,477.00
Evans, Phyllis	Elementary	Woodstock	22	30	\$120,550.00	6	\$882.00	22	36	\$121,432.00
Evers, Monir	Counselor	Middle/High School	22	48	\$135,515.60	6	\$970.00	22	54	\$136,485.60
Furman, Elizabeth	Elementary	Phoenicia	8	44	\$87,656.00	6	\$882.00	8	50	\$88,538.00
George, Elizabeth*	Special Ed	Bennett	3	0	\$71,645.00	21	\$3,087.00	3	21	\$74,732.00
Gordon, Abbie	Special Ed	Phoenicia	3BA	0	\$67,913.00	0	\$3,732.00	3M	0	\$71,645.00
Hackett, Alissa	Elementary	Phoenicia	6	0	\$77,308.00	6	\$882.00	6	6	\$78,190.00
Joslin, Rebecca	LOTE	High School	8	12	\$82,952.00	6	\$882.00	8	18	\$83,834.00
Katz, Emily	ENL	Middle School	8	0	\$81,188.00	6	\$882.00	8	6	\$82,070.00
Kirn, Laura*	Elementary	Phoenicia	10	0	\$85,072.00	9	\$1,323.00	10	9	\$86,395.00
Kothe, Cassandra	Elementary	Woodstock	15	48	\$101,811.00	6	\$882.00	15	54	\$102,693.00
Matteson, Lori	Special Ed	Middle School	22	42	\$122,314.00	6	\$882.00	22	48	\$123,196.00
McKenna, Karen	Music	Bennett	22	48	\$123,196.00	6	\$882.00	22	54	\$124,078.00
McLean, Kelly	Reading	Phoenicia	16	18	\$99,729.00	6	\$882.00	16	24	\$100,611.00
Mernin, Rosalie	Social Worker	Phoenicia	4	0	\$73,469.00	6	\$882.00	4	6	\$74,351.00
Mitchell, Allison	Elementary	Phoenicia	7	18	\$81,895.00	6	\$882.00	7	24	\$82,777.00
Moorhus, Jolie	Special Ed	Phoenicia	5	12	\$77,121.00	6	\$882.00	5	18	\$78,003.00
Mugge, Richard	ENL	Woodstock	3	0	\$71,645.00	6	\$882.00	3	6	\$72,527.00
Mundy, Samantha	Special Ed	Phoenicia	7	12	\$81,013.00	6	\$882.00	7	18	\$81,895.00
Parisian, Erika	Elementary	Woodstock	7	0	\$79,249.00	6	\$882.00	7	6	\$80,131.00
Polacco, Nicole	Reading	Woodstock	13	48	\$97,588.00	6	\$882.00	13	54	\$98,470.00
Proietti, Shaina	Science	Middle School	3BA	0	\$67,913.00	6	\$462.00	3M	0	\$71,645.00
Rose, Josephine*	Music	Bennett	1BA	0	\$63,990.00	21	\$1,617.00	1BA	21	\$65,358.00
Schenker, Maegan	Social Worker	High School	21	0	\$111,687.00	6	\$882.00	21	6	\$112,569.00

Scherer, Rebecca	Health	High School	6	12	\$79,072.00	6	\$882.00	6	18	\$79,954.00
Sidler, Anita	Art	High School	5	12	\$77,121.00	12	\$1,764.00	5	24	\$78,885.00
Urcioli, Natalie*	AIS	Woodstock	11	0	\$86,984.00	30	\$4,410.00	11	30	\$91,394.00
Versace, Terri	Special Ed	Woodstock	6	12	\$79,072.00	6	\$882.00	6	18	\$78,190.00
Wentland, Jennifer	Art	High School	13	12	\$92,392.00	6	\$882.00	13	18	\$93,274.00
Zacchio, Nicole*	Occupational Therapist	District	4	0	\$73,469.00	32	\$4,704.00	4	32	\$78,173.00
Ziamba, Roberta	Art	Bennett	21	48	\$118,743.00	6	\$882.00	21	54	\$119,625.00

*Credits
Above a
Masters

Be it hereby resolved that the Board appoints:
Crum, Benjamin certified in Special Education to a 3-year probationary period in the tenure area of Special Education at a salary of Step 9MA commencing on 12/09/2022 and ending on 12/08/2025

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 Teacher must have received an APPR rating of effective or highly effective in two of the three probationary years and must not receive an ineffective in the third year.

LEAVE OF ABSENCE: ADMINISTRATIVE

EMPLOYEE NUMBER	EFFECTIVE DATE FROM - TO	REASON
2685	11/04/22 – 12/06/22*	Paid Administrative Leave

anticipated return date

SUBSTITUTE

NAME	POSITION	AMOUNT
Goodman, Sandy	Teacher (certified)	\$150.00/day

RESIGNATION: NON-INSTRUCTIONAL

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Beesmer, Donna	Typist/High School	12/01/22	Retirement
Galloway, Malik	School Bus Driver/Transportation	11/18/22	Resignation
Schoonmaker, George	Automotive Mechanic Helper /Transportation	11/18/22	Resignation to accept School Bus Driver position

APPOINTMENT: NON-INSTRUCTIONAL PROBATIONARY

NAME	POSITION	EFFECTIVE DATE FROM – TO	REMARKS
Schoonmaker, George	School Bus Driver/Transportation	11/19/22 – 5/18/22	Step 6, replace resignation

EXTRA DUTY STIPENDS

NAME	POSITION	AMOUNT
Armstrong, Mark	SAT Prep (After School)	\$2,081.00
Connolly, Brian	Musical Coordinator	\$517.00
Carroll, Brittany	Musical-Vocal Coach	\$1,206.00
Carroll, Brittany	Musical-Orchestra Director	\$863.00
Carroll, Brittany	Production Account Manager	\$550.00
Constant, Geordarna	Musical-Director	\$4,137.00
Allison, Bridget	Fitness Room Advisor	\$2,215.00
Burkhardt, Patrick	Swimming- Varsity- Head Coach (boys)	\$3,262.00
Harkin, Brandon	Basketball- JV- Head Coach (boys)	\$4,032.00
King, Tom	Track- Winter- Assistant Coach	\$2,913.00
Occhi, Andrew	Basketball-Varsity-Head Coach (girls)	\$5,278.00
Pezzello, Eric	Wrestling-Varsity- Head Coach	\$5,278.00
Chartrand, Zachary*	Wrestling-JV-Assistant Coach	\$3,727.00
Sharon, Thomas	Wrestling-Modified- Assistant Coach	\$2,143.00
Scherer, Rebecca	Skiing-Varsity-Head Coach (girls)	\$3,262.00
Wall, William	Track-Winter- Head Coach	\$3,262.00
Wilens, Mark	Basketball- JV-Head Coach (girls)	\$4,032.00
Bennett, Aaron*	Basketball-Modified- Head Coach (boys)	\$2,681.00
Kleine, Kylie	Basketball-Modified-Head Coach (girls)	\$2,681.00
King, Halle	Volunteer- Track-Assistant	-0-
Jean Pierre, Manuella	Cheerleading Advisor	\$1,906.00
Guest, Samuel	Basketball-Varsity-Head Coach (boys)	\$5,278.00

pending pre-employment processing

The following named NON-INSTRUCTIONAL personnel have served a probationary status and are recommended to a PERMANENT STATUS consistent with the applicable laws and regulations of the State of New York:

NAME	POSITION	PROBATIONARY DATE	PERMANENT DATE
Pijnappel, Kimberly	Custodial Worker	02/11/22	08/11/22

BE IT RESOLVED, that the Board of Education (“Board”) of the Onteora Central School District (“District”), hereby extends the paid administrative leave of employee 2685 in order to complete the current ongoing investigation; and

BE IT FURTHER RESOLVED, that the Board hereby authorizes the Superintendent of Schools to take all necessary steps for the investigation to be completed including, but not limited to, the requirements for the completion of a medical examination of the employee, if necessary, and authorizing the payment of such examination.

Motioned: Trustee Wallis
Seconded: Trustee Bishop
Result: Unanimous

Yea: Trustee Sherry, Trustee Bishop, Trustee Wallis, Trustee Reimondo, Trustee Hemingway Lynch, Trustee Taylor

15. Independent Contractor Retainers

15.01 Approve all Independent Contractor Retainers

Recommended Action: The Board hereby approves item numbers 15.02 - 15.09

Motioned: Trustee Reimondo

Seconded: Trustee Bishop

Result: Unanimous

Yea: Trustee Sherry, Trustee Bishop, Trustee Wallis, Trustee Reimondo, Trustee Hemingway Lynch, Trustee Taylor

15.02 ICR- Kitty Jones- Kit's Interactive Theatre

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 Catherine (Kitty) Jones retained as Kit's Interactive Theatre effective May 30, 2023 at a maximum rate of \$1,400.00 and authorizes the Superintendent to sign such an agreement.

15.03 ICR-Reilly Bastianelli

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 Reilly Bastianelli retained as mentor in animation, graphic design, and content creation effective November 9, 2022 to June 8, 2023 at a maximum rate of \$250.00 stipend for 25 hours and authorizes the Superintendent to sign such an agreement.

15.04 ICR- Coach House Players

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 Coach House Players retained as mentor in theatrical makeup effective November 9, 2022 to June 8, 2023 at a maximum rate of \$0.00 (waived) and authorizes the Superintendent to sign such an agreement.

15.05 ICR- Elizabeth Horn

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 Elizabeth Horn retained as mentor in jewelry making effective November 9, 2022 to June 8, 2023 at a maximum rate of \$250.00 stipend for 25 hours and authorizes the Superintendent to sign such an agreement.

15.06 ICR- Spencer Hutchings

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 Spencer Hutchings retained as mentor in film scoring effective November 9, 2022 to June 8, 2023 at a maximum rate of \$250.00 stipend for 25 hours and authorizes the Superintendent to sign such an agreement.

15.07 ICR- Franco Vogt

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 Franco Vogt retained as mentor in photography effective November 9, 2022 to June 8, 2023 at a maximum rate of \$250.00 stipend for 25 hours and authorizes the Superintendent to sign such an agreement.

15.08 ICR- Cynthia Nikitin

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 Cynthia Nikitin retained as mentor in urban planning effective November 9, 2022 to June 8, 2023 at a maximum rate of \$250.00 stipend for 25 hours and authorizes the Superintendent to sign such an agreement.

15.09 ICR- Woodstock School of Art

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 Woodstock School of Art retained as mentor in printmaking and studio management effective November 9, 2022 to June 8, 2023 at a maximum rate of \$250.00 stipend for 25 hours and authorizes the Superintendent to sign such an agreement.

16. Committee Reports

16.01 Audit Committee: Trustee Bishop, Trustee Reimondo or Trustee Taylor to report

- Nothing to report

16.02 Facilities Committee: Trustee Storey to report

- Nothing to report

16.03 Policy Committee: Trustee Bishop, Trustee Reimondo or Trustee Hemingway Lynch to report

- Nothing to report

16.04 Communications Committee: Trustee Bishop, Trustee Wallis or Trustee Hemingway Lynch to report

- Trustee Hemingway Lynch reported that they received a first draft of the Board Corner (new insert) for the district newsletter
 - asked for any edits from board members by the end of the week

16.05 Legislative Action Committee: Trustee Sherry, Trustee Wallis or Trustee Hemingway Lynch to report

- Trustee Sherry reported that Assistant Superintendent LaClair is working on gathering information to write a policy letter asking for an extension that Trustee Storey requested from Facilities Committee

17. Old Business

17.01 The Board will discuss Old Business

- Nothing to report

18. New Business

18.01 The Board will discuss New Business

- Nothing to report

19. Request For Information

19.01 Board members will request information of the Superintendent

- Trustee Sherry asked if there are any additional outstanding RFI's
 - District Clerk to report back to the Board

20. Adjournment

20.01 Adjourn the Meeting. Next meeting is December 6, 2022 at Phoenicia.

Recommended Action: Motion to adjourn meeting at 7:50pm.

Motioned: Trustee Bishop

Seconded: Trustee Taylor

Result: Unanimous

Yea: Trustee Sherry, Trustee Bishop, Trustee Wallis, Trustee Reimondo, Trustee Hemingway Lynch, Trustee Taylor

Board of Education: Emily Sherry, Cindy Bishop, Valerie Storey, David Wallis, Meghann Reimondo, Sarah Hemingway Lynch, Kristy Taylor