

MINUTES OF BOARD OF EDUCATION MEETING – November 18, 2019

MEMBERS PRESENT

Mrs. Archer
Dr. Corcoran
Mrs. DeForest
Mrs. James-Murad
Mrs. Petrosillo
Mrs. Rhodes
Mrs. Rivera-Ortiz
Mrs. Woodcock Dettor
William Guisbond

MEMBERS ABSENT

Mr. Souser

ADMINISTRATION PRESENT

Dr. Peter Smith, Superintendent of Schools
Mr. Decker, School Business Administrator
Mr. Reyes, Assistant Superintendent

Mrs. Petrosillo called the regular meeting to order at 7:00 p.m. at in the Board Room of the District Office.

Others in attendance were Ann Wright, Richard Adler, Sonia Kragh, Jacqueline Kadish, Ramesh Gaolian, Rachel Wagner, Jason Klaiber, Kerry Coleman Herrick, Michael Fitzpatrick and Christiana Semabia.

Community Comment Time #1

There were no comments.

Minutes of November 4, 2019 Meeting

Mrs. Archer moved and Dr. Corcoran seconded the approval of the Minutes of the November 4, 2019 Meeting as amended.

Motion carried (6-0-1). Mrs. Woodcock Dettor abstained.

Mrs. Rivera-Ortiz joined the meeting at 7:02 p.m.

Warrants and Expense Reports

Dr. Corcoran moved and Mrs. DeForest seconded the acceptance of the Warrants and Expense Reports.

Motion carried (8-0-0).

Recommendations of the CPSE and CSE

Mrs. James Murad moved and Mrs. DeForest seconded the acceptance of the recommendations of the

Committee on Pre-School Special Education and the Committee on Special Education from their meetings on October 11, 16, 21, 22, 24, 25 and 29, and November 4, 6, and 7, 2019.

Motion carried (8-0-0).

Superintendent's Personnel Recommendations

Mrs. Rivera-Ortiz stated that she will be voting no, as certain qualifications of Policy # 6211 haven't been reached.

Mrs. Woodcock Dettor moved and Mrs. James Murad seconded the approval of the Superintendent's Personnel Recommendations as follows:

INSTRUCTIONAL

Name and position	Location	<u>Appointments</u> Annual Salary	Cert.	Effective
Maureen Lanious Regular Substitute Teacher Replacing T.Connor	H.S.		perm. English 7-12	12/16/19-6/30/20

Kelly Pompo Regular Substitute Teacher Replacing K. Gallivan	H.S.		perm. English 7-12	12/16/19-6/30/20
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Name and position	Location	<u>Request for Leave</u> Type of Leave	Effective
Kelly Miller K-6 Classroom Teacher	Tecumseh	paid & FMLA	1/22/20-5/27/20

Extra duty assignments/extended teaching 2019-2020

Coaching – Winter Season

Name	Assignment	Stipend
Brittany Siechen	Modified Girls Volleyball Coach	
David Sciacca*	Varsity Boys Basketball Asst. Coach (Volunteer)	
Jeffrey Cantor*	Modified Girls Basketball Coach	
Alexander Way*	Modified Girls Basketball Coach	
Michele Maciejewski*	Varsity Boys/Girls Indoor Track Asst. Coach	
Patrick Gillette	Varsity Boys/Girls Indoor Track Asst. Coach	
William Leberman	Varsity Boys/Girls Indoor Track Asst. Coach (Volunteer)	
Steven Scaramuzzino*	Varsity Boys/Girls Indoor Track Asst. Coach	

*Approval contingent upon completion of certification process

Extra duty assignments/extended teaching 2019-2020

Coaching – Spring Season

Name	Assignment	Stipend
Kurt Sweeney	Modified Softball Coach	

Extra duty assignments/extended teaching 2018-2019

Intramural Coaching

Name	Assignment	Stipend
Jessica Duerr	Flag Football, Kickball & Tennis	
Dan Glazier	Substitute Coach	
Sarah Levesque	Flag Football	
Mitzi Longway	Stars–n-Stripes, Flag Football, Kickball	
Pat Sawatzke	Stars–n-Stripes, Kickball	

Addendum – Personnel Changes – November 18, 2019

INSTRUCTIONAL

Appointments Extra duty assignments/extended teaching 2019-2020

Coaching – Winter Season

Name	Assignment	Stipend
Robert Dixon*	Varsity Boys/Girls Indoor Track Asst. Coach	
Caitlyn Lawless*	Varsity Boys/Girls Indoor Track Asst. Coach (Volunteer)	

*Approval contingent upon completion of certification process

Motion carried (6-2-0). Mrs. Rhodes and Mrs. Rivera-Ortiz opposed.

Policy Review - First Reading

There are eight policies that came to the Board for a first reading. There are recommendations for modifications. The following Policies were discussed as a first reading:

- [Board Policy 1332 – Duties of the District Treasurer](#)
- [Board Policy 1333 – Duties of the Tax Collector](#)
- [Board Policy 1334 – Duties of the External \(Independent Auditor\)](#)
- [Board Policy 1335 – Appointment and Duties of the Claims Auditor](#)
- [Board Policy 1336 – Duties of the Extra Classroom Activity Fund Central Treasurer and Faculty Auditor](#)
- [Board Policy 1337 – Duties of the School Attorney](#)
- [Board Policy 1338 – Duties of the School Physician/Nurse Practitioner](#)
- [Board Policy 1339 – Duties of the Internal Auditor](#)

Mrs. Petrosillo asked if anything has changed and Mrs. Rivera-Ortiz explained some of the language has changed and also some modifications from our current practice.

Mr. Decker stated that there is no faculty auditor, but our Treasurer, Jean Carter, reviews the extra classroom activity fund. Some language was struck and the wording was changed. He also stated that our external auditor is Grossman St. Amour, the Internal Auditor who looks at our internal controls and best practices is Dermody, Brown and Burke, and our Internal Claims Auditor who looks at our warrants is Phil Luckette.

Mrs. Rhodes asked if the treasurer reports annually to the board regarding the extra classroom accounts and Mr. Decker responded that the internal auditor looks at the balance all of the accounts. Jean Carter is the designee that works with the central treasurer.

Mrs. DeForest asked about the tax collector and Mr. Decker responded that Jean Carter does the tax collecting, as well. She is approved for this.

Will asked about Policy 1332, item g: other tasks that the Treasurer absorbs. Mr. Decker responded that she is constantly adapting to new regulations, breaking up budgets, and changing codes to reflect new regulations.

Mrs. Rhodes questioned the meaning of regular. Mrs. Rivera-Ortiz explained that regular means annually.

Mrs. Petrosillo asked about internal controls auditor, Dermody, Burke and Brown, and how do they evaluate/protect internal controls. Mr. Decker said that the internal controls audit looks at practices and gave the example of a practice in place that has been reviewed.

These policies will come back for a second reading on December 2nd.

The following eight policies came back for a second reading and discussion.

- [Board Policy 1110 – School District and Board of Education Legal Status and Authority](#)
- [Board Policy 1120 – Board of Education: Qualifications, Numbers and Terms of Office](#)
- [Board Policy 1210 – Board Members: Nomination and Election](#)
- [Board Policy 1220 – Reporting of Expenditures and Contributions](#)
- [Board Policy 1230 – Resignation and Dismissal](#)
- [Board Policy 1310 – Powers and Duties](#)
- [Board Policy 1330 – Appointments and Designations By the Board](#)
- [Board Policy 1331 – Duties of the District Clerk](#)

Regarding Policy # 1310 – Dr. Smith stated that the question specific to language on *implication* is not said in law but the use of the word is connected to power expressly delegated by statute.

Regarding Policy # 1230, Mrs. Rivera-Ortiz compared the language in this policy with 11 different schools districts. They all have the same language.

Mrs. Archer moved and Mrs. DeForest seconded the acceptance of Board Policies 1110 – 1331.

Motion carried (8-0-0).

Potential Consideration for Future Meetings

Mrs. Petrosillo reviewed an updated list of topics for future meetings.

Mrs. Rhodes suggested to add the format of public comment to the list.

Will suggested the addition of signal boosters for cellular signals. Dr. Smith responded that the district is actively pursuing this as we know cell service is an issue in the high school.

Mrs. DeForest asked about how frequently we use the thoughtexchange, in light of not a great turnout for the community forum. Mrs. Rivera-Ortiz asked when the next forum is scheduled and Dr. Smith responded that a forum is scheduled for the Spring. Mrs. Rhodes asked about clarity on the thoughtexchange and how often we can use it. Dr. Smith responded that we can only use one exchange at a time and it is best when there is a deadline.

Mrs. Rhodes suggested a larger conversation should be, how we can receive constant feedback.

Dr. Smith stated the “Let’s Talk” suggestion that the SCSD uses on their website is very expensive.

Discussion – Unified Sports

Dr. Smith shared that Mr. John Goodson, Athletic Director, has been approached by students to support the District’s participation in Unified Sports, which is done in conjunction with Special Olympics. Competitive teams are formed as part of the Unified Sports Program. The Unified Sports team is a coed team that is coached by a certified coach. There are six competitions scheduled this spring. Participation will require approximately \$3000-\$4000 per year. Dr. Smith asked for input from the Board. The District is required to sign a Memorandum of Understanding. Mrs. James Murad said that this is an amazing program that brings kids together. Dr. Smith asked for the approval to sign a MOU. Mrs. Rhodes asked if it is a one year MOU and Dr. Smith responded yes.

Dr. Corcoran moved and Mrs. Rhodes seconded the approval of the District signing a one year Memorandum of Understanding for Unified Sports.

Motion carried. (8-0-0).

Superintendent's Report

Dr. Smith shared the Perception Institute Findings Summary, which was broken down into three pieces: Educator Survey, District Discipline Data and District Academic Data (See Supplemental Minutes).

Some questions and statements presented by the Board regarding the summary:

Mrs. Archer stated what struck her is the piece about confidence with students of diverse backgrounds, high school teachers are the least confident cohort. She noted that this group expressed lower levels of commitment to diversity and training compared to the other levels.

Dr. Smith stated not to read it as less of a commitment to it, but rather that high school teachers have less personal control over curriculum.

Will asked if there were other factors involved and Dr. Smith responded no. Dr. Smith stated that the feelings of racial and ethnic diversity in the school curriculum are related more to personal ability to control what is taught.

Mrs. Petrosillo asked if the Perception Institute commented about race identification starting early and should we be doing more at a younger age. Dr. Smith responded that the function of awareness of identity development equips teachers with the right tools, strategies and awareness to meet the needs of our students.

Will stated he believes it is probably true that older students have more of an opinion, it is probably more difficult to have a conversation with them.

Mrs. Rhodes commented on the high teacher anxiety concern relating to discipline, and felt that a key take away is that staff needs more support and more training.

Dr. Smith stated as a disclaimer to the information about the *link between educator attitudes and racial disparities in discipline* that a teacher initiates a referral and administrators provide disposition. The data did not separate the referral process with the disposition and therefore, it is challenging to identify conclusions from this data.

Mrs. Rhodes asked if this could be re-analyzed. Dr. Smith stated that the Perception Institute provided information about national trends in this data and the relationship to racial anxiety.

Will asked if the actual data was provided that way and Dr. Smith responded we did not know that this type of analysis was going to be completed.

Mrs. Archer commented that it has to do with the complications of measuring.

Mrs. Rivera-Ortiz stated that referrals are a measure of a teacher's actions, consequences are a measure of an administrator's actions.

Mrs. Petrosillo stated that results showed teachers felt they were not prejudice, but they had less confidence in the system.

Dr. Smith stated that this echoes national data and helps us to see that racial anxiety exists and demands we help our educators understand how this manifests in the classroom.

Mrs. Petrosillo stated that it would have been nice to receive an executive summary from the Perception Institute. She compared that staff feel prepared and yet motivated for more information, a big gap there.

Dr. Smith responded that the staff has a high motivation to learn and to get more information to support students.

Mrs. Rivera-Ortiz asked if we see that because the survey results indicate they felt that would not help them.

Mr. Adler, a Science Teacher at the High School, asked for permission to address a possible explanation. He said often times, in a Regents level or higher class, there is a lot of information that needs to be covered. There might not be much room for anything other than what needs to be covered. He feels it is hard to add to curriculum when the class time is completely filled with curriculum.

Mrs. Rivera-Ortiz asked what is the general sense from staff about the Perception Institute presentation at the staff meeting last week. Dr. Smith responded that there was a strong sense of welcoming the information on implicit bias, racial anxiety and stereotype threat, but the staff was critical of the analysis of the referrals and outcomes. The District is waiting for responses from the survey about the day.

Mrs. Rivera-Ortiz asked when we will see professional development and support for curriculum.

Dr. Smith stated that he has been in contact with organizations for curriculum support, ongoing professional development and cultural sensitivity. He has meeting this week and a phone call with another company to train the trainer on restorative practices. Dr. Smith stated that he feels we are making progress. He is very pleased with the conversation going on. As an example, at the last Teaching Center Meeting, 24 teachers applied for a book study on Bettina Love's book and previous studies were approved for *White Fragility*. There are many conversations taking place.

Mrs. Rivera-Ortiz asked if there is anything you need from the Board.

Dr. Smith responded recognition from the Board on the willingness of staff to involve themselves in professional development. The Curriculum Council and a great number of staff will be trained by the end of the year. Dr. Smith would like to see some resemblance of professional development modules brought to the staff. Dr. Smith stated that both the Board and the teaching staff should recognize that the project will probably never be completed. We need the commitment into the foreseeable future in all aspects of this work.

Mrs. Woodcock Dettor asked if the report met Dr. Smith's expectations. Dr. Smith stated yes, but he also had hoped for more guidance and suggestions.

Mrs. Petrosillo stated that she expected an executive summary.

Mrs. Woodcock Dettor asked if they offer more professional development. Dr. Smith responded that the Perception Institute can offer additional support.

Dr. Smith introduced the concept of adding additional support to address concerns regarding curriculum and equity. Dr. Smith proposed to the Board the addition of an assistant superintendent for curriculum and equity. As the Strategic planning process is wrapping up, it would be beneficial to provide the resources necessary to dig in and do the work. This position would be able to support curriculum and professional learning, family engagement, and deepen our commitment to Diversity, Equity and Inclusivity. Dr. Smith hopes the Board will support this significant addition.

Mrs. Archer said yes. Mrs. Woodcock Dettor said we have heard how lean the district office staff is, there is no time like the present.

Mrs. Petrosillo stated that you have the Board's support.

Dr. Smith continued with his report and stated that the strategic planning process continues Wednesday with the second meeting. Dr. Smith shared upcoming events including the JD Fine Arts Hall of Fame Induction on November 26th. Dr. Smith reminded everyone that the BOCES referendum vote is tomorrow.

Board President's Report

Mrs. Petrosillo commented on the capacity needed at the District Office and the amount of work that both Dr. Smith and Mr. Reyes have in front of them. She is thankful to be able to support their work. Mrs. Petrosillo shared a letter with the Board, which is written on behalf of the Board and Dr. Smith. She said it is an outward commitment towards equity. This is a draft of a letter that will be published on Wednesday. She asked for any questions or edits.

Mrs. Woodcock Dettor stated that she did not know this was coming and asked if it is a segue towards the need for increased capacity in order for the community to understand this is why we are doing this. She asked if there is a plan to communicate this letter.

Mrs. Petrosillo stated that the letter will be put on the website and sent via email. She asked that it be shared with friends, family and community members.

Mrs. Rivera-Ortiz stated that in the letter, the second to last paragraph, she would like to see commitment to accountability to adhere to policies and enforcement. "Training policies need enforcement." Mrs. Woodcock Dettor said that accountability is a good word to add.

Mrs. DeForest suggested reworking last paragraph to reflect, providing safe, caring, and inclusivity for students and staff.

Mrs. Petrosillo asked the Board to email Dr. Smith and herself with any comments.

Will Guisbond will share with students. Mrs. Rhodes suggested creating social media graphic to be shared.

Mrs. Petrosillo apologized for not being able to attend the community forum on Thursday. She congratulated Sandy Ruffo for being appointed Vice President of New York State School Boards Association. Mrs. Petrosillo also thanked Mrs. Rivera-Ortiz for volunteering to attend the NYSSBA roundtable in Latham on December 6th. Mrs. Petrosillo suggested the Board read the On Board

Magazine article “Building a Culture of Equity and Inclusivity”, which reminds us we are not alone in our journey. Mrs. Petrosillo acknowledged that she needed to do a better job of managing the agenda of the Board meetings and will stay to the agenda in the future. She stated that the Board Retreat is on December 9th and she is working with Dr. Smith and Mrs. Rhodes for ideas. She reminded everyone that the Public Hearing for the Capital Project will take place on December 2, 2019 at 7:00 p.m. at Jamesville Elementary School. There will also be an Executive Session that evening.

Unfinished and Continuing Business

Will Guisbond asked where the meeting will be held on December 2nd. Dr. Smith stated it is scheduled for the Jamesville Elementary cafeteria. He commented about the auditory issues at Moses-DeWitt and asked if the Board would consider using microphones going forward. Dr. Smith stated that we will do that.

Mrs. Rivera-Ortiz asked if we could get microphones for all meetings as people in the back of even the Board room can't hear. She also asked for a digital timer.

Dr. Corcoran congratulated Will Guisbond for receiving his FAA carrier license for piloting planes.

Mrs. Rivera-Ortiz spoke about the conference and all the great information that came from it. She was hoping to consider the retreat a place to be able to discuss all the information

Will Guisbond asked if he would be able to attend the Retreat and Dr. Smith responded yes.

Mrs. DeForest congratulated the Boy's Soccer team for raising money for cancer and the students selling their art work to raise money through Million Tree for trees to be planted.

Mrs. Woodcock Dettor asked if the auditorium was ready and Dr. Smith responded yes, that we have already had events scheduled in it.

Community Comment Time #2

Jacqueline Kadish spoke about sustainability in the Capital Project, and to let the Sierra Club know how they can help out.

Sonia Kragh commented about the Capital Project and the nationwide movement for schools to adopt renewable energy.

Ramesh Gaonkar commented about upcoming budget planning process and electric buses. He said last time he spoke was too late in the budget cycle to consider and asked if it could be discussed this year.

Christiana Semabia commented about the Perception Institute Report and hearing good stuff but also being tempered by a bias related incident with small children. She didn't hear much about families and students.

Rachel Wagner commented about DEI updates with the Board and stated that the Perception Institute Report is not enough, that we need an equity audit.

Rich Adler commented about the Unified Sports and what an amazing program it is and about his feelings on the flawed information that was part of the Perception Report.

At 9:27 p.m. Mrs. Rhodes moved and Mrs. Rivera-Ortiz seconded the meeting adjourn to Executive Session.

At 9:45 p.m. Mrs. James Murad moved and Dr. Corcoran seconded the move to adjourn to regular session of the meeting of the Board of Education.

Dr. Corcoran moved and Mrs. James Murad seconded the approval of a Memorandum of Understanding with the Clerical/Aide Association.

Motion carried (8-0-0).

At 9:47 p.m. Mrs. Rhodes moved and Mrs. Rivera-Ortiz seconded the move to adjourn the meeting.

Respectfully submitted,

Timothy Decker
Clerk of the Board

BOARD APPROVED: 12/2/19