

MINUTES OF BOARD OF EDUCATION MEETING – March 9, 2020

MEMBERS PRESENT

Mrs. Archer
Dr. Corcoran
Mrs. Deforest
Mrs. James-Murad
Mrs. Petrosillo
Mrs. Rhodes
Mrs. Rivera-Ortiz
Mr. Souser
William Guisbond

MEMBERS ABSENT

Mrs. Woodcock Dettor

ADMINISTRATION PRESENT

Mr. Decker, School Business Administrator
Mr. Reyes, Assistant Superintendent

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

Others in attendance were Charlene Bright, Joseph Chirco, Courtney Keough, Kerry Coleman Herrick, Kris Cieplicki, Matthew Cieplicki, Ann Wright, Max MiMaroglu, Jackie Kadish, Matt Bradford, Christiana Semabia, Rachel Wagner, Meray Xie, Juan Martinez, Cora True Frost, Mike Fitzpatrick, Braedon Anderson, Luca Iacampo, Ali Hazama, Anwar Hassan, Ahmet Salkic, and Sejada Salkic.

Presentation, John Goodson Athletic Director

Mr. John Goodson introduced himself and gave an overview of the Athletics governance, guidelines, philosophies, codes of conduct and fundraising. When asked, Mr. Goodson replied to the Board that communication is too flat and we need more ways to reach students and parents. The sport community uses the Booster Club's Facebook page. Mr. Goodson referred to two other benchmark districts Dodgeville and Peekskill. Dodgeville has a higher supervision and coaching ratio and Peekskill has mental health coaches. Mr. Goodson explained the coaching hiring process in that he evaluates if they are 'Certified' (have taken the classes) and if they are 'Qualified' (have experience either playing or coaching). He said that when the reference check is performed, that's where we'd hear about any complaints. He spoke about the distinctions that JD has won and about the leadership program which inspires future Red Rams. Mr. Goodson also spoke about the Unified Sports and introduced two students who are a part of the program. The students shared their experiences with sports and the Unified Sports and sportsmanship.

Community Comment Time

Cora True-Frost commented on her frustration regarding communication and asked the Board to consider an increase in the technology budget for assistive technology. She said that teachers need to be trained to use adaptive technology and must consider "universal design."

Charlene Bright commented on a bus change modification for her niece at the High School. She is asking the Board to modify her niece's bus stop so that it is safe.

Rachel Wagner commented on the Community Forum. She said that it was re-traumatizing for families to have to tell the pain of their child. She said DEI is not present in sports following Mr. Goodson's

report. She said that it is nonexistent in sports programming, the locker room and on the field. She said that the Scope of the Metro Program is not big enough.

Christiana Semabia commented on an amendment to the minutes and strategic planning, asking when they would be allowed to take back the first draft to share with their constituent She said in the Assistant Superintendent posting, there is no mention of DEI. She would like the strategic planning process to be a "constituent based" planning process.

Minutes of February 10, 2020 Meeting

Mrs. Rhodes moved and Mrs. Rivera-Ortiz seconded the approval of the minutes of the February 10, 2020 Board Meeting, as amended.

Motion carried (7-0-1). Mrs. James-Murad abstained.

Minutes of March 2, 2020, Special Meeting

Dr. Corcoran moved and Mrs. Rivera-Ortiz seconded the approval of the minutes of the March 2, 2020 Special Board Meeting as amended.

Motion carried (8-0-0).

Superintendent’s Personnel Recommendations

Mr. Souser moved and Mrs. DeForest seconded the approval of the Superintendent’s Personnel Recommendations and Addendum as follows:

INSTRUCTIONAL

Name and position	Location	<u>Appointments</u> Salary	Effective
Hannah Shockey English Teacher Regular Substitute Replacing C. Pompo	MS		9/2/20-6/30/21

*To be adjusted in accordance with the 2020 negotiated agreement.

Name and position	Location	<u>Change in Status</u> Change	Effective
Laurie Fabian Family and Consumer Science Teacher	Middle School	Additional Class - Every day – Second Semester	1/27/20-6/26/20

Extra duty assignments/extended teaching 2019-2020
Intramural Coaching

Name	Assignment	Stipend
Jessica Duerr	Ultimate Frisbee and Substitute Coach	
Dan Glazier	Scooter Floor Hockey and Substitute Coach	
Mitzi Longway	Sink the Ship, Ultimate Frisbee and Substitute Coach	

Pat Swatzke Scooter Floor Hockey, Sink the Ship and Substitute Coach

Name and position	Location	<u>Request for Leave</u> Type of Leave	Effective
Caitlin Pompo Language Arts Teacher	M.S.	Parental Leave (Unpaid)	9/1/20-6/30/21
Heather Cavalluzzi School Nurse	H.S.	Intermittent FMLA Leave	3/9/20-3/9/21

NONINSTRUCTIONAL

Name and position	Location	<u>Appointments</u> Salary	Effective
JuanCarlos Calderon Brandt Custodial Substitute	Custodial Dept.		3/10/20
Jeremy A. Laframboise Custodial Substitute	Custodial Dept.	.	3/10/20
Marangelie Mercado Full-time Teacher's Aide Probationary Appt. New Position	High School		3/10/20
Maryanne Smithers Typist II Probationary Appt. Replacing H. Sherman	High School Counseling Center		3/10/20

Name and position	Location	<u>Resignations</u>	Effective
Denise Campbell Food Service Helper	Food Service Dept.		2/13/20
Maryanne Smithers Teacher's Aide	JES		3/9/20

Name and position	Location	<u>Termination</u>	Effective
Keith Love Guard	High School		2/11/20

ADDENDUM, Personnel Changes - March 9, 2020

INSTRUCTIONAL

Name and position	Assignment	<u>Resignations</u>	Effective
Joseph Corridori	Modified Baseball Coach		3/9/20

NONINSTRUCTIONAL

Name and position	Location	<u>Change in Status</u>	Effective
Regina Silverman Teacher Aide Probationary Appt. Replacing M. Smithers	JES	Part-time to Full-time	3/10/20

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

Authorize use of District Buses by Town of DeWitt

Mr. Reyes presented a request from the Town of DeWitt for the use of four school buses from July 6, 2020 to August 14, 2020, for the Town of DeWitt Parks and Recreation Department summer day camp. (See Supplemental Minutes).

Mrs. James-Murad moved and Mrs. DeForest seconded the approval of the Town of DeWitt's request.

Motion carried (8-0-0).

Policy Review - Second Reading

The following twelve policies came to the Board for a second reading:

- [Board Policy 4110 Administrative Personnel](#)
- [Board Policy 4210 Administrative Organization and Operation](#)
- [Board Policy 4220 Administrative Authority](#)
- [Board Policy 4230 District Committees](#)
- [Board Policy 4240 Evaluation of the Superintendent and Other Administrative Staff](#)
- [Board Policy 4310 Superintendent of Schools](#)
- [Board Policy 4320 Superintendent- Board Relations](#)
- [Board Policy 5110 Budget Planning and Development](#)
- [Board Policy 5120 School District Budget Hearing](#)
- [Board Policy 5130 Budget Adoption](#)
- [Board Policy 5140 Administration of the Budget](#)

There were no comments on the policies that were reviewed at the last meeting.

Mrs. James-Murad moved and Mrs. Rivera-Ortiz seconded the approval of Board Policies 4110, 4210, 4220, 4230, 4240, 4310, 4320, 5110, 5120, 5130, 5140 and 5150.

Motion carried (8-0-0).

Mrs. Rivera-Ortiz commented on Policy # 3420, anti-harassment policy, a previously approved policy. A constituent brought to her attention that gender identity is not an identified classes of protected persons.

It was decided that we will re-examine the language and bring back for a first reading at the next policy meeting.

Potential Consideration for Future Meetings

Mrs. Petrosillo said she had emailed a document to all. She asked the Board to look at the list and prioritize which items should be brought forward. Will stated sustainability and the Sierra Club as it relates to the Strategic Plan.

Mrs. Rivera-Ortiz stated the Master Teacher program.

Mrs. DeForest stated feedback from the community and how do we look at that more regularly.

Mrs. Rhodes stated parent engagement and how do we facilitate that and curriculum.

Mrs. Rivera-Ortiz asked if curriculum would fall under ESSA reports that come from Dr. Smith regularly.

Mr. Reyes stated that the information has just been released and although he doesn't know what Dr. Smith's formal plan is for briefing the Board, but it is on his radar.

Will asked about community comments and if it has been taken care of. Mrs. Petrosillo replied that she has had a second request from a community member to remove the address requirement from the comment card.

Mrs. Rhodes stated the DEI vision and plan.

Mrs. Rivera-Ortiz stated the report on the Strategic Plan.

Mrs. Deforest asked how we recognize the great things going on in our district. Mr. Souser suggested Red Ram recognition, possibly Positive **R**amifications. He would like to kick off the meetings with that.

Mrs. Petrosillo said we could include a positive comment on the agenda.

Mrs. DeForest will develop a Google Form to be shared with the Board to survey the Board. The survey will be to prioritize the items.

Mr. Souser asked if we could add for consideration a more linear form of communication.

Will suggested considering a policy for a mental health day for students.

Budget Discussion – Athletics and Central Office

Mr. Decker summarized the proposed budget process to date and then presented the proposed Athletics and Central Office budget for the 2020-2021 school year. (See Supplemental Minutes). The Central Office has a 1.97% increase due to increase in personnel costs and allocation for professional learning for the Board of Education. The Athletic Department budget includes a 3.50% increase due to the addition of Unified Coaches, increased costs of officials, increased fees for state, section, conference and league playoffs, meets and tournaments and a slight increase in the cost of student physicals. At the next meeting, the Board will discuss the proposed Instructional and Technology Budgets for 2020-2021.

There was a discussion regarding the Athletics budget and the money that it needs every year. Mrs. Petrosillo asked if the Booster club provides approximately \$100,000 every year. Mr. Decker stated he did not know but he did say that the equipment line in the budget covers only reconditioning of football equipment. Tim stated that the Booster Club keeps their own financials. Mrs. Rhodes asked if we need to report as a donation. Mr. Decker responded that any donation above \$10,000 must be put before the Board for acceptance.

At 8:53 p.m., Mr. Souser asked if we could pause to sign for the students so they can go home.

Discussion – District Calendar

With regard to the proposed calendar, Susan stated that we asked Dr. Smith to consider the Muslim holidays. Mr. Reyes distributed the draft of the calendar and stated that this will be eligible for vote at the next meeting.

Dr. Corcoran stated that this calendar can work, but moving forward it is not always going to be that simple.

Mrs. Petrosillo stated that it will need to be a continued conversation every year. She told the audience that in future years, our Regents exams are in June and set by New York State. If one of the holidays will fall on an exam date, we will be required to have school.

Mrs. DeForest did some research and in 2018, the state gave two Regents rating days and did not have exams on holidays. That will not happen again until 2024. She said that in the 2021-2022 school year, many of the holidays are during the school week. As we consider Muslim holidays, and how we address DEI, are there other ways of addressing? There is a school in Massachusetts which addresses the holidays. We need to think long term and what does this look like in the long-term.

Mrs. James-Murad asked about how we address different religions and that we need some sort of process as to when we address them. For instance, was there a percentage of kids absent, we need to be fair across the board.

Dr. Corcoran said that is a moot point, because it will be based on the population of the district and there is no way to quantify at this point.

Will stated that he would not rely on that bill passing but if it does, it would be a good thing for us.

Mrs. Rhodes stated that religious data is not collected in the Census which makes it difficult to quantify a percentage and she said that Mrs. Petrosillo stated that this is the community that is asking for the holidays, and this is a one year calendar. There will be more discussions going forward. This is what the Board discussed at the last meeting.

Mrs. Petrosillo stated that a large community of people gathered data, came forward and we agreed that we wanted to support the Muslim holidays and asked Dr. Smith to create a calendar. Dr. Smith also projected the holidays for the next four years.

Mr. Souser stated that every year, the holidays are two weeks early, so in 2024 there will be two Muslim holidays each school year.

Mrs. Rivera-Ortiz suggested that from a policy perspective, we look at the equity policy.

Dr. Corcoran stated that our urban counterparts are doing similar things.

Mrs. Petrosillo stated that we are not voting on this now, but believes we are all in support of it.

Mrs. James-Murad is in support for one year.

Will asked if it was difficult to create.

Mr. Reyes stated no calendar is easy to generate and this one was particularly difficult, as the calendar is bound by Labor Day and Rating Day.

Mrs. Rivera-Ortiz asked about what are we planning to do if we lose days due to the Coronavirus.

Mr. Reyes responded that if we have to close, we have to wait for guidance from the State. They haven't provided information on how to navigate; it might be retroactive. They may send out guidance after the event.

Mrs. Petrosillo stated that it would be nice if you would share the internal planning.

Assistant Superintendent's Report

Mr. Reyes and Mrs. Menapace reported on the process involved in developing the District Strategic Plan. Mr. Reyes stated that the plan will be presented at the next Board meeting and will be considered for adoption at the following meeting. The Warner School of Education provided the support and facilitation for the Plan. The committee selection was primarily accomplished by Dr. Smith.

Mrs. Archer stated that to be invited to attend meant you would have to commit four full days.

Dr. Corcoran stated that is was a hardship for a lot of parents/people to attend, as they don't get paid if they don't go to work.

Mrs. Archer stated we need to do better next time. Mrs. Rivera-Ortiz stated this was inequitable. Mrs. DeForest stated that you are darned if you do and darned if you don't. Four days is not easy.

Mrs. Rhodes said that people involved made tremendous sacrifices and it was inequitable for all. Going forward we need to be more clear that we want very equitably represented meetings, evenings, weekends, and day time meetings.

Mr. Souser asked about teachers attending, did they take off and Mr. Reyes stated that they had substitutes.

Mrs. Rivera-Ortiz asked if all staff got paid for their attendance. Mr. Reyes stated that staff was provided with subs so they could attend the meeting.

Mrs. Rhodes asked what the meaning is of *rescinded some review*. Mr. Reyes responded research that was challenged and refuted. When we saw it, we addressed it and that wasn't appropriate research.

Mr. Reyes said work was done in small groups throughout the process.

Mrs. Rhodes asked what analysis the University of Rochester did. Mr. Reyes responded that the analysis was left to the committee.

Will stated the first two days were challenging. The process was breaking it down into small chunks.

Mrs. Petrosillo asked if U of R was steering you what direction to go in. Mrs. Menapace stated that they gave you the guidance but they weren't giving you the answers.

Mrs. Menapace stated that the goal was to take information and get into big areas of strategic plan to cover. The four "Big Rocks" were Culture of Wellness, Curriculum and Programs, Family and Community Engagements, and Diversity, Equity and Inclusion. Next came moving the "Big Rocks" forward by goal setting. Feedback was given by all groups on the final day.

Mrs. Menapace said that the Management Planning Tasks are Specific, Measureable, Achievable, Relevant and Time Bound. Each task will be identified by year task and who will be in charge. The timeline to complete management plans through the end of the year.

The plan will be reviewed at the next meeting and approval set for April 2nd.

Mrs. Rhodes said, management plans will not yet be written when the plan comes to the Board for approval and we will still be expected to vote yes or no.

Dr. Corcoran stated that the Strategic Plan drives everything you are doing for the next few years and that she is confused.

Mrs. Rivera-Ortiz said we were told we would get smart goals.

Mrs. Menapace said the tasks will be written as smart goals.

Mrs. Archer said it is hard to approve a plan without knowing how these items are achieved.

Mrs. Menapace said the only tasks that were identified by the whole stakeholder group are those here. If we convert those smart goals, then the work we did here is different. Take tasks and break them down into critical points, those components, that's where we are writing them as smart goals.

Mrs. Archer stated this would be difficult to approve without the management plans being presented prior to the Strategic Plan.

Mr. Reyes will pass that on to Dr. Smith.

Dr. Corcoran asked to emphasize to take it a year or two at a time, not planning five years out.

Mr. Reyes stated that the year the task would get done is identified by year one, year two, etc.

Mrs. Rivera-Ortiz stated that they want a specific goal, they understand many tasks but need a high level smart goal.

Dr. Corcoran has never seen a Strategic Plan be completed so quickly, in just four days.

Mrs. DeForest stated that in most other districts she has worked with, it took about a year and a half. While the University of Rochester process is quicker, it established a clear vision of where the district wants to go.

Mrs. Rhodes asked if the Strategic Planning Committee work is done and Mr. Reyes said yes.

Mr. Reyes said we committed to the University of Rochester and the way they structure their process is four days, it was clear it would take four days to move through.

Mr. Souser asked what the next step would be if it were voted down. Mr. Reyes said he would take that back to Dr. Smith. Mrs. Petrosillo said, don't take it back and say we are voting it down.

Mr. Decker suggested the plan be set for one year to develop management plans and be readopted in a years' time. Since the short window to get approved, maybe this would be a win. He said, it may not be what everyone wants at this point. He is not speaking for Dr. Smith, but to bridge the gap.

Dr. Corcoran would like to have more conversation about this and that it was hard to envision without seeing it.

Mrs. DeForest said the key thing they said was to go back to your data, we added forums and all that data was processed. She said a huge piece is that we had constituent input.

Mrs. Rhodes said, there are two challenges, the first data she saw, based on her experience, the data received was softened from the conversation in the room. Now, the plan is being developed based on data. It is odd to not have a check.

Will asked what is the date that we are bound by. Mr. Reyes stated July 1st. Will stated having the plan in front of you will give you some clarity. He appreciates the comments. He said the packet that he and Mrs. DeForest put together is more specific of what the process looked like.

Mrs. DeForest stated that another piece after phase one is having an equity committee within the action steps. The committee voices comes in that next phase.

Mrs. Petrosillo asked if we will have the draft plan before next meeting, maybe a little sooner than normal. Mrs. Rhodes asked if it will be a hyperlink. Mrs. James-Murad asked if not releasing the plan until the final report is approved is the University of Rochester's rules.

Mr. Reyes updated the Board on the Coronavirus. He is working with Dr. Smith in response to the virus and Dr. Smith has posted a letter on the website as well as blasted it and backpacked it home. Updates will be placed on the website with hyperlinks. Our Medical Director, Dr. Nanavati will meet with our nurses on Friday to discuss the next steps and share information. If needed, they will get together sooner. In the buildings, more cleaning has been instituted with electrostatic sprayers which is effective on the coronavirus. We are treating it like the flu, encouraging handwashing, monitoring absenteeism. We are working on communication plans in the event communications with the community will need to be made.

Dr. Smith is bringing information forward and will update as new information becomes available.

Mr. Decker asked if Syracuse has a plan and if so, can it be forwarded to him.

Mrs. Rhodes asked if there is any additional resources needed from the Board. Mr. Reyes indicated he would pass that along to Dr. Smith.

Mrs. Rhodes and Mrs. Petrosillo asked if the crisis team could be assembled.

Mrs. Rivera-Ortiz said at this point, it is not proactive, it would have been proactive in January.

Board President's Report

Mrs. Petrosillo did not have a report.

Unfinished and Continued Business

Mrs. Rivera-Ortiz commented about the NYSSBA resolution advocacy survey which last year was looked at as a group. Does the Board want to do individually or as group? Mr. Reyes will take that question back to Dr. Smith. She also reported that she went to the Vaping Forum at the High School and it was well done, mostly students, panel was awesome, which included Officer P. and Mr. Hartley.

She said that students are upset about locked bathroom in building. Will stated he had that conversation with the administration. This is not a policy, this is a school practice.

Mrs. Rivera-Ortiz will be speaking at SU on Thursday as part of the Justice on Both Sides Book Circle.

Mrs. DeForest asked if we could start brainstorming for the next retreat which is April 2nd.

Mrs. Rivera Ortiz asked about the Assistant Superintendent Hiring Committee and why is it not a more broad and diverse group. Mr. Reyes stated that Dr. Smith creates those plans and he will refer the question to him.

At 10:35 p.m. Mrs. Rhodes moved and Mrs. Rivera-Ortiz seconded the meeting adjourn to Executive Session for the purpose of discussing contract negotiations.

Motion carried. (8-0-0).

Mrs. Petrosillo left the meeting at 10:35 p.m.

At 10:51 p.m., Mr. Souser moved and Mrs. James Murad seconded the meeting adjourn from Executive Session.

Motion carried. (7-0-0).

At 10:52 p.m., Mrs. Rhodes moved and Mrs. Rivera-Ortiz seconded the motion to adjourn the meeting.

Motion carried. (7-0-0).

Respectfully submitted,

Timothy Decker
Clerk of the Board

BOARD APPROVED: 3/23/20