

**MINUTES OF THE MEETING OF THE  
BOARD OF EDUCATION – November 1, 2021**

**MEMBERS PRESENT**

**MEMBERS ABSENT**

**ADMINISTRATION PRESENT**

Dr. Archer  
Mrs. Austin  
Mrs. DeForest  
Mr. Gross  
Mrs. James Murad  
Mr. Leach (Attended remote via Zoom)  
Ms. McKenney  
Mrs. Souser  
Mr. Zoghby  
Ms. Evans (Student Board Member)

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

In attendance were Mary Sylvester, Jodi Schwedes, Gretchen Bliss, Christiana Semabia and Kofi Addai.

Mrs. DeForest called the meeting of the Board of Education to order at 7:00 p.m. at Moses DeWitt Elementary School and via Zoom.

**Presentation – Moses DeWitt,  
Mrs. Sylvester**

Mrs. Sylvester welcomed the Board and shared a presentation on how Moses DeWitt is incorporating the Strategic Plan into the school day for teachers and students in such areas as Second Step Lessons, Character Education/Responsive Classroom, McMahon Ryan Child Advocacy Center, BIMAS2, Monday Mindfulness, Multi-Tiered Systems of Support and Student Support Meetings. She also shared information on the Onondaga County School Based Initiatives which includes the Student Assistance Specialists and ACCESS Liaisons. Mrs. Sylvester noted that these additional resources are very helpful. Mrs. Sylvester also talked about the NYU Metro Center Training, CR-SE Work and reported on curriculum and instruction. Lastly, Mrs. Sylvester shared information on the regular Data Team Meetings and how they inform and impact student growth. Mrs. Sylvester took questions from the Board and Dr. Smith said the presentation would be made available on the website.

**Red Ram Recognition**

Mrs. DeForest recognized individuals honored at the second induction of the J-D Fine Arts Hall of Fame on October 29. Honorees included: Debra Barsha, Paulie Cerra, Bill DiCosimo, Eric Lichtblau, Babs Rubenstein, Renee Schuls-Jacobson Victor Russo, The Roaring Twenties Ensemble from 1969, John Shields and Brenda Neuss. Mrs. DeForest also recognized the students that conducted a toiletry drive for the Huntington Family Center. Lastly she recognized School Related Professionals as it is SRP Day on November 16 and thanked the dedicated support staff.

**Community Comment Time #1**

Gretchen Bliss commented on the Diversity Equity Committee and asked if the community will be notified of who is on the committee.

Christiana Semabia commented on diversity, equity and inclusion at Moses DeWitt.

**Approve Consent Agenda**

Mr. Gross moved and Mr. Zoghby seconded the approval of the Consent Agenda.

Motion carried (9-0-0).

The following personnel changes are part of the Consent Agenda.

***INSTRUCTIONAL***

<b>Name and position</b>	<b>Location</b>	<b><u>Appointments</u></b> <b>Annual Salary</b>	<b>Cert</b>	<b>Effective</b>
Harry Baran Teaching Asst. Probationary Appt. (3 years) New Position	District	\$29,186 (B1+District TA stipend)	permanent SS 7-12	11/2/21

**Extra duty assignments/extended teaching 2021-2022**

**High School**

<b>Name</b>	<b>Assignment</b>	<b>Stipend</b>
Jacob Brodsky	HS Musical Set Painting	\$2,004
Jeff Loan	HS Musical Set Design & Construction	\$2,255
James Tuck	Outdoor Pursuits	\$991

**Extra duty assignments/extended teaching 2021-2022**

**Coaching – Winter Season**

<b>Name</b>	<b>Assignment</b>	<b>Stipend</b>
Michele Maciejewski*	Girls Varsity Head Track Coach	\$5,214
Kasey Vaughan*	Girls Varsity Asst. Basketball Coach (volunteer)	\$0

\*Pending completion of the certification process

**Extra duty assignments/extended teaching 2021-2022**

**Coaching – Spring Season**

<b>Name</b>	<b>Assignment</b>	<b>Stipend</b>
Megan Murphy*	Girls Varsity Head Lacrosse Coach	\$7,210

\*Pending completion of the certification process

**Request for Leave**

<b>Name and position</b>	<b>Location</b>	<b>Type of Leave</b>	<b>Effective</b>
Sarah Babbles Math Teacher	Middle School	FMLA	11/1/21-11/22/21
Christina Snow K-6 Classroom Teacher	Tecumseh	Parental Leave (Paid & FMLA)	12/25/21-4/9/22

**Resignation**

<b>Name and position</b>	<b>Location</b>	<b>Effective</b>
Shanelle Benson Reid Special Education Teacher	MS	12/3/21

## ***NONINSTRUCTIONAL***

<b>Name and position</b>	<b>Location</b>	<b><u>Appointments</u></b>		<b>Effective</b>
			<b>Salary</b>	
Steven Dunn School Bus Driver Probationary Appointment Replacing J. Aliberto	Transportation.		\$31.36/hr.	11/2/21
Douglas Freeman Sub. Bus Driver	Transportation		\$21.10/hr.	11/2/21
Kathleen Rake Sub. Food Service Worker	Cafeteria		\$12.50/hr.	11/2/21
Tode Ribarovski Seasonal Grounds Worker	Custodial Dept.		\$13.30/hr.	11/2/21
Susan Smith Sub. Bus Attendant	Transportation		\$13.30/hr.	11/2/21
Michael Stith Sub. Food Service Worker	Cafeteria		\$12.50/hr.	11/2/21
Tina Westfall Sub. Food Service Worker	Cafeteria		\$12.50/hr.	11/2/21

### **ADDENDUM - PERSONNEL RECOMMENDATIONS BOARD OF EDUCATION MEETING – November 1, 2021**

The following personnel changes are recommended by the Superintendent:

## ***INSTRUCTIONAL***

<b>Name and position</b>	<b>Location</b>	<b><u>Appointments</u></b>		<b>Cert</b>	<b>Effective</b>
			<b>Annual Salary</b>		
Rebecca Trevisani K-6 Classroom Teacher Replacing C. Moore	Tecumseh		\$53,926 -prorated (B+57-15+M CAS)	prof. Literacy B-6	12-1-21

### **Board Policies – First Reading**

The following Board Policies were brought to the Board for a first reading:

- 3421 - [Title IX and Sex Discrimination](#)
- 5633 – [Gender Neutral Single-Occupancy Bathrooms](#)
- 5676 – [Privacy and Security for Student Data and Teacher and Principal Data](#)
- 7440 – [Student Voter Registration and Pre-Registration](#)
- 7551 - [Sexual Harassment of Students](#)

Mrs. James Murad reviewed the policies brought to the Board for a first reading. She said there were no real changes as these are required policies brought forth from the policy service and they need to be reviewed annually. Dr. Smith reviewed the plan to finish the first and second readings by the New Year and then the new policy manual will be adopted in its entirety.

### **Board Discussion**

As part of the district's work to embrace diversity and build equity in the community, a conversation was brought forth regarding the school calendar and how to make it more inclusive. A draft of religious and ethnic observances with a statement was shared for the Board to discuss, along with a sample of an academic calendar from the Ithaca City School District. (See Supplemental Minutes). There was a discussion regarding how to share this language and the dates with our current academic calendar on the website. The administration was asked to bring a revised calendar back to the board.

### **Potential Consideration for Future Meetings**

Mrs. DeForest shared the topics that have been added to the list including accessibility and mobility for the playgrounds, the addition of Board Committee meetings, JD/Town of DeWitt meetings as well as a Governance Handbook ad hoc committee, and analysis of exit data. Mrs. Souser asked about when information from the ThoughtExchange will be reviewed and Mrs. DeForest responded that will be a topic for the December Board retreat and also Dr. Smith will be reporting on it.

### **Superintendent's Report**

Dr. Smith provided the Board with a report on the thoughts shared as part of the recently completed ThoughtExchange, the number of positive COVID-19 cases to date, progress of the current construction project, and a Pre-K update. He shared information on the thoughts, themes and ratings from 557 participants in the ThoughtExchange which came from students, community and staff. He said the full report is available to view on the District website. Dr. Smith shared an update on COVID-19 numbers in the District and said we are following Onondaga County's trend. He said numbers had dropped by 25% last week and then jumped by 40% this week, which is reflecting the same data as the County. Dr. Smith gave the Board a construction update and shared pictures of the progress at the High School, Middle School and at Moses DeWitt. Dr. Smith shared an update on Pre-K including the number of responses from families, a timeline for next steps, and funding and how the District is budgeting for the program. Lastly, Dr. Smith shared upcoming events with the Board.

### **Student Board Member Report**

Ms. Evans provided the Board with her report which focused on the inequities between genders and sexes throughout the district touching on the topics of sex discrimination, gender-neutral bathrooms, and sexual harassment. (See Supplemental Minutes).

### **President's Report**

Mrs. DeForest thanked all parents and teachers that attended the Rosamond Gifford lecture series with Jason Reynolds. She said it was a good reminder of the importance of DEI-CRSE work in our district. Mrs. DeForest said she attended the CNYSBA Roundtable with Dr. Smith where Dr. Luveell Brown, Superintendent of the Ithaca School District, was the speaker. She shared information regarding the Roundtable and invited other Board members to share as well, when they attend events. Mrs. DeForest thanked Dr. Smith, Mr. Reyes and Mr. Franz for creating a calendar for Board meetings to include topics. She said this calendar will be in the shared drive. She shared information on a book study from CNYSBA in conjunction with OCM-BOCES on equity focused school leadership and said more

information is forthcoming. Mrs. DeForest reminded the Board about the upcoming retreat on December 18 which will include board self-evaluation work and processes, delving into the ThoughtExchange data, as well as the possibility of student exit data. Lastly, she said she is seeking input for an ad hoc committee for the Board Handbook.

### **Committee Reports**

Ms. McKenney reported for the Facilities Committee and shared that they visited Moses DeWitt prior to the meeting. She said it was great to tour the school, look at future construction projects and also to see the new UPK classroom.

Mrs. James Murad reported for the Policy Committee that there will be more first readings coming at the next meeting

### **Community Comment Time #2**

Gretchen Bliss commented on the diversity books that are being assigned in school and faith discrimination.

Kofi Addai commented on religious and ethnic holiday observations and is happy the district is moving forward with this.

Christiana Semabia commented on the support for diversity, equity and inclusion efforts for our staff and the need to have a community conversation for difficult topics.

### **Unfinished and Continuing Business**

Mrs. Souser and Mr. Gross shared their takeaways from the NYSSBA Convention. Mrs. DeForest thanked Mr. Decker for his follow-up information and explanation of the transportation calendars, policy and procedures, specifically how it relates to the transportation of students during holidays. Mrs. McKenney commented on the logistics of conflicting calendars between school districts. Mrs. DeForest said this item will be kept on the finance committee's agenda. Mrs. Souser shared that she attended the JD Fine Arts Hall of Fame Induction Ceremony. She said the event was held in person, safe, and everyone seemed happy. She encouraged people to attend other events.

At 9:16 p.m. Mrs. Austin moved and Mrs. McKenney seconded the adjournment of the meeting to Executive Session to discuss matters related to employment history of particular persons.

Motion carried (9-0-0).

At 10:02 p.m., Mr. Gross moved and Mrs. Souser seconded the adjournment of Executive Session.

Motion carried. (9-0-0).

Mrs. Souser moved and Mrs. James Murad seconded the motion to amend the Agenda to include:

10. Approve Separation Agreement between the District and an Employee

Motion carried (9-0-0).

Mr. Zogbhy moved and Mrs. McKenney seconded the motion to approve the separation agreement between the district and an employee.

Motion carried (9-0-0).

10:04 p.m., Mrs. Austin moved and Mrs. Souser seconded the adjournment of the meeting.

Motion carried (9-0-0).

Respectfully submitted,

Timothy Decker  
Clerk of the Board

**BOARD APPROVED: 11/22/21**