

MINUTES OF THE BOARD OF EDUCATION MEETING
June 21, 2021

MEMBERS PRESENT

Dr. Archer
Dr. Corcoran
Mrs. DeForest
Mr. Gross
Mrs. James Murad
Mr. Leach
Mrs. Rhodes
Mrs. Rivera-Ortiz
Mrs. Souser
Max MiMaroglu

MEMBERS ABSENT

ADMINISTRATION PRESENT

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

Mrs. Rhodes called the meeting to order at 7:13 p.m, following the Public Hearing.

Red Ram Recognition

Mrs. Rhodes acknowledged Pride Month and recognized our students that identify as LGBTQ. She congratulated the senior class and shared how wonderful it was to award diplomas and be part of the graduation. Mrs. Rhodes recognized and thanked our Buildings and Grounds staff for their hard work in getting our campus ready for the outdoor celebrations. Mrs. Rhodes also recognized the cast and crew of the MS and HS musicals. Lastly, she recognized and celebrated the sports teams that persevered in unusual situations this year.

Community Comment Time

Cora True-Frost commented in favor of the District Equity Policy.

Jim True-Frost commented in favor of the District Equity Policy.

Bernard Alex commented in favor of the District Equity Policy.

Lura Lunkenheimer commented in favor of the District Equity Policy

Ruth Arena thanked our outgoing Board members for their service to our community.

Amy Kallander commented in favor of the District Equity Policy.

Rachel Wagner commented in favor of the District Equity Policy.

Approve Minutes of June 7, 2021 Board Meeting

Mr. Gross moved and Mrs. Souser seconded the approval of the Minutes of the June 7, 2021 Board Meeting.

Motion carried (9-0-0).

Accept Internal Claims Auditor Reports

Dr. Corcoran moved and Mrs. James Murad seconded the acceptance of the Internal Claims Auditor Report.

Motion carried (9-0-0).

Accept the Recommendations of the CPSE & CSE

Mrs. DeForest moved and Mr. Gross seconded the acceptance of the Recommendations of the CPSE and CSE from May 4, 11, 14, 17, 18, 19, 20, 24, 25, 26, and 27, and June 1, 3, 8, 9, 10, 14, 15, and 24, 2021.

Motion carried. (9-0-0).

Superintendent's Personnel Recommendations

Dr. Smith presented the Superintendent's Personnel Recommendations and addendum.

Mr. Gross moved and Mrs. James Murad seconded the approval of the following personnel recommendations and addendum:

PERSONNEL CHANGES FOR BOARD OF EDUCATION MEETING – June 21, 2021

The following personnel changes are recommended by the Superintendent:

INSTRUCTIONAL

Appointments

Name and position	Location	Annual Salary	Cert.	Effective
Christine M. Henderson K-6 Classroom Teacher Teacher on Special Assignment (11 mos.) Probationary Appt.	District	\$71,284 (prorated) (B+7-54M)	Literacy – Prof.	7/26/21
BethAnn Smith K-6 Classroom Teacher Teacher on Special Assignment (11 mos.) Probationary Appt.	District	\$84,213 (prorated) (B+15-75M)	Childhood Ed 1-6 Prof.	7/12/21

Request for Leave

Name and position	Location	Type of Leave	Effective
Alexis Thorpe K-6 Classroom Teacher	Moses DeWitt	Unpaid Leave	7/1/21-6/30/22

Resignation

Name and position	Location	Effective
Eamonn O'Neill Teaching Assistant	MS	8/31/21
Mary Conroy CPSE Chairperson for Non-Public Schools	District	6/30/21

		<u>Appointments</u>	
Name and position	Location	Salary	Effective
Jennifer Bombard Sub Custodian/Summer	Custodial Dept.	\$12.50/hr	8/31/21
Jordan Hardy Account Clerk I Provisional Appt. Replacing L. Howe	District Office	\$15.00/hr.	7/1/21

		<u>Change in Status</u>	
Name and position	Location	Reason	Effective
Charity Bianchi Teacher Aide	Tecumseh.	From: Full-time To: 0.0	6/30/21

		<u>Termination</u>	
Name and position	Location		Effective
Claire Salloum Food Service Helper I	Cafeteria		6/7/21

**ADDENDUM TO PERSONNEL CHANGES FOR BOARD OF EDUCATION MEETING
June 21, 2021**

INSTRUCTIONAL

		<u>Resignation</u>	
Name and position	Location		Effective
Tokinma Killins Principal	Tecumseh		8/11/21

Motion carried. (7-2-0). Mrs. Rhodes and Mrs. Rivera-Ortiz opposed.

Approve 2020-2021 Board Meetings Calendar

Mrs. DeForest asked if the February meetings could be taken back to one instead of two and Dr. Smith explained how he scheduled the meetings and encouraged the Board to keep that meeting on the schedule.

Mrs. Souser asked about open meetings law of New York and how would the committee meetings fall into this schedule. Dr. Smith responded that once they are set, they will be included in this calendar.

Mr. Gross asked about the Board retreat falling either before or after a break and Dr. Smith explained that this year the retreat is scheduled for the middle of December rather than immediately after December vacation, as the Board is in the rhythm of their work during this time.

Mrs. Rivera-Ortiz asked if going forward we could put an intentional notice of a public forum out at least 30 days in advance.

Mrs. Rhodes also added that she felt that there was confusion about the budget hearing and budget forum this year and would like to communicate that better.

Mrs. Rivera-Ortiz moved and Mrs. Souser seconded the motion to approve the 2021-2022 Board of Education Meetings Calendar.

Motion carried. (9-0-0).

Policy Review – Second Reading

The following Board Policies were brought to the Board for a First Reading:

- 1000 - District Equity Policy
- District Code of Conduct

Mrs. Rhodes began the discussion on where, as a district, we have been working and shared the meaning of equity as defined by the April 21st Board of Regents framework; *the guarantee of fair treatment, access, opportunity and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of all groups and the principle of equity and acknowledges there are historically underserved and underrepresented populations, and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective in the provision of effective opportunities for all groups.*

Mrs. Rivera-Ortiz said the Committee has met and took the feedback that was provided by the Board members and the community. She said that over the last two years, the Board has reviewed over 250 policies and although they have all been approved, they all need to be adopted as one. She said before this happens, the policy service needs to go through and update with any new changes and in addition, there are ten policies that need to be reviewed annually. Mr. Franz shared the updates based on the Board's conversation. (See Supplemental Minutes). Mr. Franz said the policy was sent for legal review and no legal concerns with the substance of the policy were expressed.

Mr. Leach said he was concerned that are certain statements that are subjective, but are presented as statements of fact. He asked what they were based on. Mr. Franz responded that some of the statements reflect data collected over time as well as data from the family forum conducted during the strategic planning process. Mr. Leach asked if the student achievement data referenced is from other school districts or our own. Mr. Franz responded that this is not unique to JD, but regardless of where students are from, we are trying to solve problems at J-D.

Mrs. Souser asked why we are looking to other districts to form our policies. Mrs. Rhodes responded that we want to make sure everyone has the same opportunities. Mrs. James Murad clarified that when we get a draft policy, we look at schools similar to us, not just Buffalo and Syracuse, but a variety of districts. We pull from similar schools to see what they are doing and go back to our strategic plan. There was a discussion around a family member of a current Board member's experience during a forum.

Mr. Leach had a question about the meaning of *all staff and students shall be given the opportunity to understand culturally responsive and sustaining education and the impact...* Mr. Franz responded that this is about knowing students and understanding their strengths, needs, interests, and cultures in order to accelerate their learning and understanding. Mr. Leach asked about the district including other partners and Mr. Franz explained that the language comes out of the Strategic Plan and means that we need to establish partnerships within and outside our community.

Mrs. Souser asked about Open Meetings Law and why the last committee meeting was not made public. Dr. Smith responded that going forward we need to change our practice and make sure the public is aware of committee meetings. He noted that as the policies will be returned to the policy service for updating, and will be brought back to a publicly noticed committee meeting. Dr. Corcoran added that, as Chair of the Facilities Committee, the committee met several times, around the Capital Project, in person and online and those meetings were not published. She said, that we need to own that

and going forward make the change. Mrs. DeForest shared a timeline of the work surrounding this policy.

Mrs. Souser asked if when looking at data gaps, the move to Common Core learning standards was taken into account. Dr. Archer responded that standards started in 2009 and it has been here for 12 years, so the data is current.

Mrs. Souser asked why Concrete Next Steps and Accountability were put into the policy as they sound like the Strategic Plan. Mr. Franz responded that it is for consistency and to make sure we are staying the course.

Mrs. Souser stated that IEP's and 504's are only done annually; how will we get reports twice a year and how do we maintain confidentiality. Mr. Franz responded that we suppress data that could potentially identify a particular student or staff member, which is common in reporting. Dr. Archer also added that the IEP is a year-long piece with quarterly reports and progress monitoring.

Mr. Franz updated the Board on the work of the Lead Learners.

Mrs. Souser asked for clarification on the tabling of an agenda item and Mrs. Rhodes provided her context, including information on a consent agenda.

Max MiMaroglu shared that he is fearful going forward with a Board that will not be representative of the diversity of Jamesville-DeWitt.

District Equity Policy

Dr. Corcoran moved and Dr. Corcoran seconded the approval of the District Equity Policy.

Motion carried (8-1-0). Mrs. Souser opposed.

District Code of Conduct

Dr. Smith stated that for years, the District Code of Conduct has been embedded in policy, but now it is being pulled out to be reviewed annually per State mandate.

Dr. Archer moved and Dr. Corcoran seconded the approval of the District Code of Conduct.

Motion carried. (9-0-0).

Jamesville-Dewitt Board of Education Governance Handbook – Second Reading

The following items for the Jamesville-DeWitt Board of Education Governance Handbook were reviewed for a second reading: (See Supplemental Minutes).

- Governance Manual Introduction
- New Member Orientation

Mrs. DeForest said the two items being brought back for review had no changes. She is asking the current Board to adopt the procedures that have been reviewed to date.

Dr. Corcoran thanked Mrs. DeForest for the huge undertaking. Mrs. DeForest thanked everyone for their feedback and participation in the retreat.

Mrs. Rivera-Ortiz asked about communicating between board members and email and if there should be Board discussion around this.

Mr. Gross stated he thinks the use of social media and how that gets incorporated as a means of Board communications should be discussed. Mrs. Rhodes referenced the Board social media policy which holds employees to the highest professionalism and certainly Board members should do the same.

Max MiMaroglu asked again if more training could be given to the in-coming student Board member. And he introduced Grace Evans.

Ms. Rhodes welcomed Ms. Evans. Dr. Smith shared that there are dates already set up for new Board member onboarding, as well as a date to meet with Grace and Mr. Gasparini.

Dr. Smith articulated the following Sections of the Governance Handbook to be approved:

Section 1- Introduction (all parts)

Section 3 – Board Meetings (all parts)

Section 4 – Communication and Information Sharing (parts A & B)

Section 5 – Team Development (all parts)

Mrs. DeForest added Section 8 – Appendices (all parts)

Mr. Leach moved and Mrs. Rivera-Ortiz seconded the approval of the Sections articulated by Dr. Smith, together with Section 8, all parts.

Motion carried (9-0-0).

Potential Consideration for Future Meetings

Mrs. Rhodes reported on the ongoing list of items for potential consideration for future meetings. (See Supplemental Minutes). She said the list will move forward with the next Board.

Superintendent's Report

Dr. Smith acknowledged Grace Evans as the new student Board member. He echoed Mrs. Rhodes' tribute to administration who care so deeply and have created meaningful opportunities to celebrate the end of the year. Dr. Smith said that this has been an extraordinarily difficult year and recognized all people involved, staff, family and students, which has helped to give closure. Dr. Smith recognized Mr. Jason Crawford, Director of Facilities and the maintenance and custodial staff who have been working overtime to make sure the facilities were in the best shape possible for celebrations to take place. Dr. Smith thanked the outgoing Board members for their work to move the District forward. Dr. Smith also thanked Max MiMaroglu, and said that he has been an extraordinary student Board member and who is profoundly thoughtful and dedicated to the success of all students.

Board President's Report

Mrs. Rhodes thanked her colleagues Dr. Corcoran and Mrs. Rivera-Ortiz. She said they have been incredible advocates for students. She also thanked Max for his dedication in helping create the position of Student Board member. Mrs. Rhodes said it has been an honor to serve on this school board. She believes the Board members all share core values and that the Board still has a lot of work to do and that

we all need to work together towards a common goal that every student have an enriching experience at JD.

She also reminded the Board to complete the SuperEval by the end of the month. She said to make sure to plan ahead as the process is time consuming. She congratulated the graduating class as well as all students, faculty, and staff who have come through an unimaginable year.

Community Comment Time

Julie Morse commented on the Board meetings being accessible by Zoom and hoped they would continue next year.

Linda Ervin thanked the outgoing Board members and thanked the Board for passing the Equity Policy.

H. Bernard Alex thanked the outgoing Board members and shared a personal experience he had and said we are called to do better.

Rachel Wagner said goodbye to the outgoing Board members and thanked them.

Maureen Aliani thanked the outgoing Board members and hoped the community remains engaged.

Unfinished and Continuing Business

There was none.

9:22 p.m. Dr. Archer moved and Mr. Gross seconded the motion to adjourn the meeting to Executive Session to discuss matters relating to the discipline of a District employee.

Motion carried (9-0-0).

At 10:10 p.m., Dr. Corcoran moved and Dr. Archer seconded the adjournment of Executive Session.

Motion carried (9-0-0).

At 10:10 p.m., Mr. Gross moved and Mrs. Rivera-Ortiz seconded the adjournment of the meeting.

Motion carried (9-0-0).

Respectfully submitted,

Timothy Decker
Clerk of the Board

BOARD APPROVED: 7/12/21