

Regular Meeting (Tuesday, October 12, 2021)

Tully High School - Jr. Sr. High School

Conference Room # 2 - 109

6:00 p.m.

MEMBERS PRESENT

Mrs. E. Fay Burt

Mrs. Jane Byrne-Panzarella

Mrs. Denise Cardamone, President

Mr. Michael Dziok

Mrs. Andrea Mourey

Mr. Edward Wortley, II

Miss Emma Byrne, Student Ex Officio Member

MEMBERS ABSENT

Mr. Matthew VanBeveren

ADMINISTRATIVE STAFF PRESENT

Mr. Robert J. Hughes, Superintendent of Schools

Mr. Bradley Corbin, School Business Administrator

Mr. Edward Kupiec, Elementary School Principal

Mrs. Cristy Bobbett - Director of Student Support Services

Mr. Michael O'Brien, Junior/Senior High School Principal

Mr. Paul Schiener, Junior/Senior High School Assistant Principal

OTHERS PRESENT

Mrs. Mary D. Fisher, District Clerk

ADMINISTRATIVE STAFF PRESENT

1. Call Meeting to Order

Meeting called to order by Mrs. Cardamone at 6:00 p.m.

1.1 Pledge of Allegiance

1.2 Motion by Mrs. Byrne-Panzarella seconded by Mrs. Burt to approve the agenda as presented. Vote 6-0. Motion carried. Mr. Hughes reviewed late agenda items:

Item 2.1 - Draft BOE minutes Sept 20, 2021 BOE member present - updated to reflect deletion of Don Cole and replaced with Andrea Mourey

Item 8.2 - Creation of Teaching Assistant positions - changed from three to four positions

Item 8.13 - Appointment of four additional substitutes (Immersion Program) per Ed Kupiec

Item 8.14 - Teaching Assistant appointment - Ann Young

2. Motion by Mrs. Byrne-Panzarella seconded by Mr. Dziok to approve the September 20, 2021 minutes as presented. Vote 6-0. Motion carried.

3. RECOGNITIONS

3.1 Student and Staff Recognitions - None

4. VISITORS

4.1 Visitors were recognized and welcomed. Bettemae Russell, Sandra Mulondo, Stephanie Richman, Lisa Dziok, Chris Miller, and Katrina Ellis.

Mrs. Russell provided the BOE with follow up information from her discussions at the May 10, 2021 BOE meeting. She requested the opportunity to meet with the BOE regarding her personnel matter. Mrs. Cardamone noted she would be invited to a future executive session.

5. PRESENTATIONS AND ITEMS FOR DISCUSSION

5.1 Financial Audit Report 2020-2021 - Grossman St. Amour CPAs, PLLC - Mark Ciaralli, CPA, CFE and Kyle Norton, CPA. BOE members received copies of the written audit report.

The report was reviewed. Mr. Ciaralli noted it was an unmodified opinion and that there were no material weaknesses.

5.2 Superintendent's Report

- School Board Recognition Week - October 18-22, 2021 - Mr. Hughes

- Licensed Practical Nurse - Mr. Hughes proposed that at the October 25 meeting, an Executive Secretary position be eliminated and replaced with an LPN position, to align staffing needs. He provided an analysis of the cost and responsibilities. It was the consensus of the BOE that these personnel items be placed on the October 25, 2021 meeting.
- Public Health Update - Mr. Hughes
- Building Reports - Mr. Kupiec and Mr. O'Brien
- Student Government - Miss Byrne

5.3 Committee Reports

- Academic Advisory Committee - September 24, 2021 - Mrs. Burt
- Health and Safety Committee - September 30, 2021 - Mrs. Mourey
- Policy Committee - October 1, 2021 - Mr. Dziok had questions on adding protections for students who do not opt in for elective vaccines or medical treatments. Discussions ensued. Mr. Hughes will check with legal counsel.
- Athletic Advisory Committee - October 8, 2021 - Mrs. Mourey

5.4 Board of Education President's Report

- Board Member Items - Public Comment Period - Discussions ensued. It was suggested that guidelines be published in the *Knight Insight*. Mrs. Cardamone asked Mrs. Fisher to research neighboring districts for their policy on public comments and bring to the next BOE meeting for discussion.

- Faculty Staff Well Being - Discussions

- Future Agenda Items

6. FINANCIAL ITEMS

6.1 Financial Reports - None

6.2 Claims - None

7. POLICIES

7.1 Motion by Mrs. Byrne-Panzarella seconded by Mrs. Burt for a first reading of the below policies. Vote 6-0. Motion carried.

- 5633 - Gender Neutral Single-Occupancy Bathrooms
- 3310 - Public Access to Records
- 6213 - Registration and Professional Learning
- 6150 - Alcohol, Tobacco, Drugs, and Other Substances (Students)
- 7131 - Education of Students in Temporary Housing
- 8280 - Instruction for English Language Learners
- 5640 - Smoking, Tobacco, and Cannabis (Marijuana) Use

7.2 Motion by Mrs. Byrne-Panzarella seconded by Mrs. Burt, to table policies #3420 and #7550 at this time, and in addition for a second reading and adoption of policies # 6121, 7551 and 8130. Vote 6-0. Motion carried.

- 3420 - Non-Discrimination and Anti-Harassment in the District
- 6121 - Sexual Harassment in the Workplace
- 7550 - Dignity for All Students
- 7551 - Sexual Harassment of Students
- 8130 - Equal Educational Opportunities

8. PERSONNEL

Motion by Mrs. Byrne-Panzarella seconded by Mrs. Burt to approve personnel items 8.1 - 8.14 by consent. Vote 6-0. Motion carried.

8.1 Probationary appointment of Shelly Meyer to the non-competitive class Cortland County civil service position of Teacher Aide with a retroactive effective date of October 4, 2021, with a 52-week probationary period. This appointment is per the terms of the agreement between the Tully Clerical Staff and the Superintendent of Schools from July 1, 2019 - June 30, 2022.

8.2 Due to increased instructional needs, the creation of four (4) Teaching Assistant positions be added to the district staff.

8.3 Probationary appointment of Rhiannon McElroy to the position of Teaching Assistant with a retroactive effective date of September 7, 2021, a four-year probationary appointment with an anticipated tenure date of September 7, 2025. Mrs. McElroy is in the process of applying for Teaching Assistant certification through NYSED. This appointment is per the terms of the 2018-2022 Tully Teachers' Association agreement. *This expiration date is tentative and conditional only. Except to the extent required by the applicable provisions of Section 3012-3 of the Education Law, in order to be granted tenure the teacher must receive composite or overall annual professional performance review ratings pursuant to Section 3012-c and/or 3012-d of the Education Law of either highly effective in at least three of the four preceding years, and if the teacher receives an ineffective composite or overall rating in the final year of the probationary period the teacher shall not be eligible for tenure at that time.

8.4 Probationary appointment of Callahan Lyon to the position of Teaching Assistant with anticipated start date of October 18, 2021, a four-year probationary appointment with an anticipated tenure date of October 18, 2025. Miss Lyon is in the process of applying for Teaching Assistant certification through NYSED. This appointment is per the terms of the 2018-2022 Tully Teachers' Association agreement. *This expiration date is tentative and conditional only. Except to the extent required by the applicable provisions of Section 3012-3 of the Education Law, in order to be granted tenure the teacher must receive composite or overall annual professional performance review ratings pursuant to Section 3012-c and/or 3012-d of the Education Law of either highly effective in

at least three of the four preceding years, and if the teacher receives an ineffective composite or overall rating in the final year of the probationary period the teacher shall not be eligible for tenure at that time.

8.5 Probationary appointment of Eva Heaney to the position of Teaching Assistant with anticipated start date of October 25, 2021, a four-year probationary appointment with an anticipated tenure date of October 25, 2025. Miss Heaney is in the process of applying for Teaching Assistant certification through NYSED. This appointment is per the terms of the 2018-2022 Tully Teachers' Association agreement. *This expiration date is tentative and conditional only. Except to the extent required by the applicable provisions of Section 3012-3 of the Education Law, in order to be granted tenure the teacher must receive composite or overall annual professional performance review ratings pursuant to Section 3012-c and/or 3012-d of the Education Law of either highly effective in at least three of the four preceding years, and if the teacher receives an ineffective composite or overall rating in the final year of the probationary period the teacher shall not be eligible for tenure at that time.

8.6 Due to increased support staff needs, the creation of the Cortland County civil service labor class position of one (1) Part-time Cleaner to the district staff.

8.7 Probationary appointment of Paul Kinne to the labor class Cortland County civil service position of Part-time Cleaner with a retroactive effective date of October 4, 2021, with a 52-week probationary period. This appointment is per the terms of the Collective Bargaining Agreement between Tully Central School District and Teamsters Local 317 from July, 2019 - June 30, 2022.

8.8 Acceptance of resignation from Sheryl Wintermute from the position of Food Service Helper effective August 31, 2021, conditioned upon her appointment of Part-time Cook, per agenda item 8.9.

8.9 Probationary appointment of Sheryl Wintermute to the non-competitive Cortland County civil service class position of part-time Cook with a retroactive effective date of September 1, 2021, with a 52-week probationary period. This appointment is per the terms of the Collective Bargaining Agreement between Tully Central School District and Teamsters Local 317 from July 1, 2019 - June 30, 2022.

8.10 Acceptance of the leave of absence request from Stacia Sterritt from her position as JSHS English Teacher with an anticipated start date of February 16, 2022 with an anticipated end date of May 11, 2022.

8.11 Use of Personal/Family Illness Leave Time - Superintendent recommends effective September 1, 2021, and ending June 30, 2022, all Tully CSD employees will be allowed to use accrued personal/family illness leave time to cover leave associated with a dependent child being placed in COVID related quarantine by a local or state health department. The use of such leave as indicated herein is intended to apply after an employee's use and/or exhaustion of any paid leave required to be provided by state or federal law.

8.12 Approval of the Memorandum of Agreement (MOA) between the Tully CSD Teachers' Association and the Superintendent of Schools as it relates to extra teaching responsibilities for Monica Abrams in the subject of French. The Superintendent of Schools is authorized to sign same.

8.13 Approval of substitutes.

- Substitute Teacher - Non-Certified
- Substitute Bus Monitor

8.14 Probationary appointment of Ann Young to the position of Teaching Assistant with an effective date of October 18, 2021, a four-year probationary appointment with an anticipated tenure date of October 18, 2025. Mrs. Young is in the process of applying for Teaching Assistant certification through NYSED. This appointment is per the terms of the 2018-2022 Tully Teachers' Association agreement. *This expiration date is tentative and conditional only. Except to the extent required by the applicable provisions of Section 3012-3 of the Education Law, in order to be granted tenure the teacher must receive composite or overall annual professional performance review ratings pursuant to Section 3012-c and/or 3012-d of the Education Law of either highly effective in at least three of the four preceding years, and if the teacher receives an ineffective composite or overall rating in the final year of the probationary period the teacher shall not be eligible for tenure at that time.

9. NEW BUSINESS

Motion by Mrs. Byrne-Panzarella seconded by Mrs. Burt to approve new business items 9.1 - 9.7 by consent. Vote 6-0. Motion carried.

9.1 Approval of CSE recommendations.

9.2 Acceptance of the Independent Audit Report of district funds for the 2020-2021 school year prepared by Grossman St. Amour CPAs, PLLC as presented earlier in this meeting.

9.3 Acceptance of the Corrective Action Plan in response to the Independent Audit Report of district funds for the 2020-2021 school year.

9.4 Approval of surplus of the items listed in the memo dated September 21, 2021 from Mr. Kupiec and the School Business Administrator is authorized to dispose of the items by the best available method at his discretion.

9.5 Approval of the adoption of the attached 2021-2022 District Goals.

9.6 Approval of volunteers.

9.7 Approval of the application from the Onondaga County Office of Real Property Tax Services for 2021-2022 school taxes for correction to account number 128.-01-25.0 from \$2,336.62 to \$1,768.99, to reflect the enhanced star exemption, and authorizes

the school district to issue a refund in the amount of \$567.63. The Superintendent of Schools is authorized to sign same.

10. MEETINGS AND DATES

10.1 Upcoming meetings and dates

- Wednesday, October 20 - Facilities Committee meeting - 3:00 p.m.
- Monday, October 25 - Audit Committee meeting - 5:00 p.m.
- Monday, October 25 - BOE meeting - 6:00 p.m.

11. PUBLIC COMMENTS

11.1 Mr. Chris Miller inquired on the COVID vaccine process of employees, cost, vaccination rate and additional related information. Discussions ensued. Mr. Hughes will contact Mr. Miller to provide information.

12. EXECUTIVE SESSION

12.1 Motion by Mrs. Byrne-Panzarella seconded by Mrs. Mourey at 7:55 p.m. to adjourn into executive session to discuss specific personnel items and/or negotiations. Vote 6-0. Motion carried.

12.2 Motion by Mr. Dziok seconded by Mrs. Mourey at 8:27 p.m. to return to open session. Vote 6-0. Motion carried.

12.3 Possible Action from Executive Session - None

13. ADJOURNMENT

13.1 Motion by Mr. Dziok seconded by Mrs. Mourey at 8:28 p.m. to adjourn the meeting. Vote 6-0. Motion carried.



Mary D. Fisher
District Clerk

Minutes 10.12.21

Scheduled for BOE review 10.25.21

BOE Reviewed 10.25.21 - correction to 5.3 Committee Reports - Policy Committee