

GOUVERNEUR CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION
GOUVERNEUR NEW YORK 13642
REGULAR BOARD MEETING

DECEMBER 4, 2023

I. CALL TO ORDER

The REGULAR MEETING of the Board of Education of Gouverneur Central School District was called to order by President David Fenlong, at 5:30 P.M., in the High School Auditorium, leading those present in the Pledge of Allegiance.

Trustees Present: Todd E. Bates, Dr. William Cartwright, David Fenlong, Mark Hendrick, Nickolas Ormasen, Laura Spicer.

Trustees Absent: Brooke Bush, Naaman Lowry, Laurie M. Roberts.

Also Present: Jacquelyn L. Kelly, Superintendent of Schools; Jessica Sullivan, Assistant Superintendent for Curriculum; Dale R. Munn Jr., Business Manager; Tatia Z. Kennedy, District Clerk.

II. PROPOSED EXECUTIVE SESSION

Motion made by Trustee Laura Spicer, and seconded by Vice-President Todd E. Bates, that the Board of Education move into executive session to discuss matters leading to the appointment of a particular person.

MOTION CARRIED. MEETING ADJOURNED TO EXECUTIVE SESSION AT 5:32 PM.

RETURN TO OPEN SESSION

Open session resumed at 5:43 PM.

III. COMMENT PERIOD

No comments were offered.

IV. DISCUSSION

A. Communications

Board of Education Retreat - Update

President Fenlong recapped the Retreat the Board members participated in on November 27, facilitated by Mike Ford, Director of Leadership Development for NYSCOSS. Mr. Fenlong invited board members to each consider one to three things they would like to implement as a board for a future discussion.

B. Wildcat News

Superintendent Kelly reported that New York State Senator Mark Walzyck stopped by on November 21 to honor student Zoey Griffith, who recently won the girls' wrestling National Championship, with the New York State Commendation Award. Senator Walzyck said he was honored and inspired to meet and represent Zoe. Ms. Kelly also announced that hall walking is once again available to the members of our community at the Middle School on Mondays and Wednesdays and at the Elementary School on Tuesdays and Thursdays, both from 4:00 p.m. – 8:00 p.m. Those interested need to fill out an application to participate.

C. Upcoming Events

1. Tuesday, December 5 – Grades 1-2 Winter Concert, 6:30 PM, HS Auditorium
2. Wednesday, December 6 – Grades 3-4 Winter Concert, 6:30 PM, HS Auditorium
3. Thursday, December 7 – “snow date” for Elementary Winter Concert
4. Tuesday, December 12 – Capital Project vote, 12-8 PM, HS Auditorium
5. Thursday, December 14 – Middle School Winter Concert, 7:00 PM, HS Auditorium
6. Friday, December 15 – HS Drama Production “Ghostlight”, 7:00 PM, HS Auditorium
7. Saturday, December 16 – HS Drama Production “Ghostlight”, 2:00 PM and 7:00 PM, HS Auditorium
8. Monday, December 18, Board of Education Meeting, 5:30 PM, HS Cafeteria
9. Monday, December 18 – “snow date” for Middle School Winter Concert
10. Tuesday, December 19 – High School Winter Concert, 7:00 PM, HS Auditorium
11. Wednesday, December 20 – “snow date” for High School Winter Concert
12. December 22 – January 1 – Winter Break – no school for students

V. FINANCIAL REPORT

None.

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VI. UNFINISHED BUSINESS
None.

VII. CONSENT AGENDA

President David Fenlong asked if any member on the Board wished to have any item on the Consent Agenda removed for special consideration and discussion. No member asked that any items be removed.

Motion to approve Consent Agenda

Upon presentation and recommendation of Jacquelyn L. Kelly, Superintendent of Schools, motion made by Trustee Laura Spicer, seconded by Trustee Dr. William Cartwright, that the Board of Education approve the following items, A-D, as a consent agenda:

A. Minutes

Approve the minutes of the Regular Meeting of November 20, 2023, as presented.

B. Claims Auditor's Reports

(See Sheet #1, Board Minutes File Folder)

Approve the Claims Auditor's Reports for 11/13/23 (#75) and 11/20-11/24/23 (#80-#84), as presented.

C. CSE Business

(See Sheet #2, Board Minutes File Folder)

Approve the services, including additions, modifications and deletions, for the following classified students, as reflected in the attached CSE Meeting Minutes report:

5104711	5102829	5101283	5103296	5101207	5104820
5100704	5102291	5103734	5100807	5103591	5101877
5100806	5100805	5104883	5101148		

D. CPSE Business

(See Sheet #3, Board Minutes File Folder)

Approve the services, including additions, modifications and deletions, for the following classified students, as reflected in the attached CPSE Meeting Minutes report:

5104723

Vote on Consent Agenda Items

YEAS: All Trustees Present NAYS: None.

MOTION CARRIED. CONSENT AGENDA APPROVED AS PRESENTED.

VIII. CONSENT AGENDA – PERSONNEL

President David Fenlong asked if any member on the Board wished to have any item on the Consent Agenda – Personnel removed for special consideration and discussion. No member asked that any items be removed.

Motion to approve Consent Agenda – Personnel

Upon presentation and recommendation of Jacquelyn L. Kelly, Superintendent of Schools, motion made by Vice-President Todd E. Bates, and seconded by Trustee Mark Hendrick, that the Board of Education approve the following Personnel items, A-C, as a Consent Agenda:

A. Retirements

Accept the request for resignation for retirement purposes from Kathleen Buell, from her position as Elementary Teacher, effective June 30, 2024.

B. Resignations

Accept the request for resignation from Tabitha Kirkpatrick from her position as Teaching Assistant, effective January 1, 2024.

C. Appointments

1. Administrative

School Business Manager. Appoint Dale R. Munn Jr, holding Professional certification in School District Business Leader, to the probationary position of School Business Manager in the Administrative Tenure Area of *School Business Manager*, effective December 15, 2023, at an annual salary of \$130,000, prorated to December 15, 2023, under the terms and conditions of the Managerial/Confidential employee group. The probationary period is effective December 15, 2023, and anticipated to end on December 14, 2026.

VIII. CONSENT AGENDA – PERSONNEL (CONTINUED)

C. Appointments (Cont.)2. Instructional

Music Teacher. Appoint Richard Patton, holding Professional certification in Music, to the probationary position of Music Teacher in the *Music* Tenure Area effective December 5, 2023, at an annual salary set at Step 8, B30M, in accordance with the Gouverneur Education Association's current salary schedule for 2023-2024, prorated to December 5, 2023. The probationary period is effective December 5, 2023, and anticipated to end on December 4, 2027. This appointment is contingent upon his successful completion of the probationary term and having received annual composite or overall APPR ratings of Highly Effective or Effective in at least three of the four preceding years and a rating higher than "Ineffective" in the final year of the probationary period.

3. Extra Duty

- a) Gouverneur Middle School Afterschool Tutoring - Instructors. Appoint the following personnel as Tutoring Instructors for the 2023-2024 school year, to be paid at the rate of \$30/hour, funded through the ARP: Anita Sleeman, Kylie Helvie, Michele Brenno.
- b) Gouverneur Elementary School Afterschool Tutoring - Instructors. Appoint the following personnel as Tutoring Instructors for the 2023-2024 school year, to be paid at the rate of \$30/hour, funded through the ARP: Pam Stevens.

4. Non-Instructional

Individual Aide. Approve the appointment of Tabitha Kirkpatrick as an Individual Aide in the non-competitive class of the civil service, commencing on January 2, 2024, at an annual salary in accordance with the Gouverneur School Related Personnel Union agreement, Individual Aide Level 1, from the current GSRPU salary schedule. It is agreed that Ms. Kirkpatrick's seniority date as an Individual Aide will be May 19, 2020, based on prior service in the position.

5. Substitutes and Tutors

- a) Approve the appointment of the following personnel as listed to work as per diem substitutes for Instructional and Support positions, pending completion of all requirements including mandatory training, NYSED fingerprint clearance, and necessary employee paperwork, for the 2023-2024 school year: Taylor Benda, Jessica Trombly, Shea-Marie Mussaw.
- b) Approve the appointment of the following certified Tutors for the 2023-24 school year, at the contractual rate: Julie Neiss, Pam Stevens

Vote on Consent Agenda – Personnel Items

YEAS: All Trustees Present NAYS: None.

MOTION CARRIED. CONSENT AGENDA - PERSONNEL APPROVED AS PRESENTED.

President Fenlong lauded retiree Kathy Buell: "She has touched the lives of so many students in the 35 years she has been in the district ...thank you for all your passion, inspiration, and dedication to our kids; enjoy your well-deserved retirement." The audience and board members gave her a round of applause.

IX. NEW BUSINESS

A. Recommended Pay Rates

Upon presentation and recommendation of Jacquelyn L. Kelly, Superintendent of Schools, motion made by Trustee Dr. William Cartwright, and seconded by Trustee Laura Spicer, that the Board of Education approve the recommendation to amend the current pay rates for hourly and per diem positions to the proposed rates as listed, to take effect January 1, 2024:

<u>Position</u>	<u>Current</u>	<u>Proposed</u>
HOURLY:		
Student Workers-Maintenance	\$14.20	\$15.00
Lifeguard/School Monitor	\$15.00	\$15.50
Fitness Center Attendant	\$15.00	\$15.50
Substitute Food Service Helper	\$15.00	\$15.50
Substitute Cook	\$15.00	\$15.50
Substitute Custodian/Cleaner	\$15.00	\$15.50
Bus Monitor (GCS employee)	\$15.00	\$15.50

IX. NEW BUSINESS (CONTINUED)

A. Recommended Pay Rates (Cont.)

<u>Position</u>	<u>Current</u>	<u>Proposed</u>
HOURLY:		
Uncertified Tutoring	\$15.00	\$30.00
Certified Teacher Tutoring (1 student)	\$30.00	\$40.00
Certified Teacher Tutoring (2-4 students)	\$30.00	\$60.00
Hourly Clerical Substitute	NA	\$16.00
Retired (GCS) Hourly Clerical	N/A	\$20.00
PER DIEM SUBSTITUTES:		
Teacher/Clerical/Individual Aide	\$110.00	\$120.00
LPN	\$110.00	\$120.00
Teaching Assistant (TA)	\$110.00	\$120.00
TA 25+days	\$120.00	\$125.00
Uncertified Teacher	\$120.00	\$125.00
RN	\$125.00	\$140.00
Certified Teacher	\$135.00	\$140.00

DISCUSSION: Superintendent Kelly clarified that some of increases are a direct result of the minimum wage going to \$15/hour; others are an attempt to recruit people to substitute and tutor students on home instruction.

YEAS: All Trustees Present NAYS: None.

MOTION CARRIED. RECOMMENDED PAY RATES, EFFECTIVE 1/1/24, APPROVED AS PRESENTED.

B. Cafeteria Excess Fund Plan

Upon presentation and recommendation of Jacquelyn L. Kelly, Superintendent of Schools, motion made by Vice-President Todd E. Bates, and seconded by Trustee Laura Spicer, that the Board of Education approve the recommendation to move post-retirement benefits of those that worked primarily in the cafeteria from the General Fund to the Cafeteria Fund.

DISCUSSION: Responding to questions, Business Manager Munn stated the cost of those benefits this year is \$119,000. Mr. Munn said he has applied for this in other districts he has worked for and it has been approved.

YEAS: All Trustees Present NAYS: None.

MOTION CARRIED. CAFETERIA EXCESS FUND PLAN, APPROVED AS PRESENTED.

X. COMMENT PERIOD

No comments were shared.

XI. ADJOURN TO EXECUTIVE SESSION

Motion made by Vice-President Bates, and seconded by Trustee Spicer, to enter into executive session to discuss the employment history of particular persons and collective negotiations with the teachers' union.

YEAS: All Trustees Present NAYS: None.

MOTION CARRIED. MEETING ADJOURNED TO EXECUTIVE SESSION AT 6:03 PM.

RETURN TO OPEN SESSION

Open session resumed at 6:27 PM.

XII. ADJOURNMENT

There being no further business or discussion, motion made by Vice-President Todd E. Bates, and seconded by Trustee Mark Hendrick, that the Board of Education adjourn the meeting at 6:27 PM.

YEAS: All Trustees Present. NAYS: None.

MOTION CARRIED. MEETING ADJOURNED AT 6:27 PM, EDT.

Respectfully submitted,

Signature on file

Tatia Z. Kennedy, District Clerk

Signature on file

David Fenlong, President

December 4, 2023