

Regular Meeting (Tuesday, November 10, 2020)

Generated by Alicia Zupancic on Thursday, November 12, 2020

Members present

Christine Gregory, Janet Griffin, Eugene Waldbauer, Donald Chu, Christopher Kuretich, Lori Megivern, Lauren M Mossotti-Kline, Alex Shaffer

Meeting called to order at 6:34 PM

1. Opening of Meeting

Procedural: A. Call Meeting to Order

Procedural: B. Pledge of Allegiance

Christopher Kuretich called the meeting to order and the Pledge of Allegiance was recited.

2. Recognition

Recognition: A. Tiger Paw Recipient

Mr. Edwards recognized Smith Intermediate School staff and faculty as Tiger Paw recipients for their professionalism, flexibility, speed and collaboration in coordinating all students at Smith Intermediate receiving the tools they needed to learn remotely in a very short time period.

3. Communications

Procedural: A. Audience Participation

There were no requests to address the board. Christopher Kuretich reminded folks that there is another chance towards the end of the agenda if any questions arise.

Discussion: B. Board Goals Discussion

There is a draft of the board goals attached to this meeting's agenda in BoardDocs.

- *Christopher Kuretich led the discussion. He thanked Janet Griffin for her suggestion to put them in a format that is a little more understandable in terms of the specificity of the goals, terms of the goals and attainable markers to keep track of the progress of the goals and some time stamps that might be used to report out on our progress in achieving those goals. The draft that is attached in BoardDocs will be reframed to make it clearer using the SMART framework for those goals. The five areas of the goals are as follows:*
 - *Student achievement*
 - *Ongoing self-development of the Board*
 - *Staff morale*
 - *Remote learning*
 - *Financial status of the District*
- *Christine Gregory*
 - *Excited that goals are pretty much set this early in the year.*
 - *Now that the goals are set, a timeline should be developed to revisit those goals to see how we are doing in terms of accomplishing those goals.*
- *Christopher Kuretich*

- *The SMART framework should accomplish that timeline in marking our progress and reporting out on our goals.*
- *Eugene Waldbauer*
 - *Regarding our first goal, student achievement, has us only measuring grades 3-8. Why is that?*
- *Christopher Kuretich*
 - *That has been revised to measure K-12. The original idea was to use the standardized scores for grades 3-8.*

Reports: C. BOE Ad-Hoc Committee for Board Member Manual Report

The minutes of the November 4, 2020, board member manual committee meeting are attached to this meeting's agenda in BoardDocs.

Board members had the following questions or comments:

- *Janet Griffin*
 - *Mr. Chu did an excellent job on his minutes.*
- *Christopher Kuretich*
 - *Mr. Chu is very detailed and thorough with his minutes and that is appreciated.*

Reports: D. BOE Communications Committee Report

The minutes of the November 5, 2020, communications committee meeting are attached to this meeting's agenda in BoardDocs.

Board members had the following questions or comments:

- *Christopher Kuretich*
 - *Many thanks to Lauren Mossotti-Kline for those minutes.*

Reports: E. BOE Facilities Committee Report

The minutes of the November 6, 2020, facilities committee meeting are attached to this meeting's agenda in BoardDocs.

Board members had the following questions or comments:

- *Christine Gregory*
 - *Is there another meeting scheduled for the facilities committee?*
- *Eugene Waldbauer*
 - *The meetings are usually the first Friday of the month at 8:00 a.m.*

Reports: F. BOE Finance Committee Report

The minutes of the November 5, 2020, finance committee meeting are attached to this meeting's agenda in BoardDocs.

There were no questions or comments on these minutes.

4. Presentations

Information: A. Youth Advisory Committee

Paul Hansen, a tenth grade student, gave a presentation on the process of becoming a member on the New York State Advisory Panel and what his first meeting was like. His presentation is attached to this meeting's agenda in BoardDocs.

Board members had the following questions or comments:

- *Donald Chu - tell us a little more about the Youth Advisory Panel and what the goals are.*
 - *Paul - to advise the panel of problems students are having and how changes could be made.*
- *Donald Chu - It's not specifically for the Covid pandemic?*
 - *Paul - No. The panel happens all the time.*
- *Eugene Waldbauer - How did you hear about this and how did you get interested?*
 - *Paul - I didn't know it was a thing until I was nominated and asked if I wanted to. Then I researched it and had an interview and then I was nominated to the panel.*
 - *Eugene - Congratulations!*
- *Christine Gregory - When you go to speak, what kinds of issues did you address?*
 - *Paul - With his experience in remote learning, most teachers have their camera pointed at the rest of the class. It is hard to learn that way because when teachers are pointing at the board, we can't see anything because we just see what the board sees.*
- *Janet Griffin - Do you take CTE classes here at Cortland?*
 - *Paul - No, that's grades 11 and 12.*
- *Christine Gregory - Were you able to connect with other students your age where you keep in contact with them and form a support group?*
 - *Paul - Not yet but what I gather from the first meeting is that all the other members are connected. I just haven't had a chance to talk to them in person yet.*
- *Lauren Mossotti-Kline - Thank you for taking on this roll.*
- *Robert Edwards - Echoed what Lauren said. It is quite an honor as a school district to have a student on a state level advisory council. So, we are very honored by that and know that you will represent us well. I look forward to having you back during your two years of service.*

Information: B. New Course Proposal - COR101 (Cortland 101) for the 2021-2022 School Year

Mr. Mack, Ms. Frost, Mrs. Bottle, Mr. Milligan, Mrs. Norman and Ms. Catalano presented the new course proposal, Cortland 101.

The presentation is attached to this meeting's agenda in BoardDocs.

Board members had the following questions or comments:

- *Christine Gregory*
 - *I see the benefits and how critical it is to afford our students this opportunity.*
 - *Every student deserves to be a winner and reach their potential.*
 - *Contractually, Core 101 would be one of the six Contacts, correct?*
 - *Correct.*

- *Three preps are also contractual. So, this is considered a separate prep?*
 - *It is one of the three preps.*
- *What happens to the section a teacher teaching this is no longer teaching?*
 - *This may replace a duty, study hall or lunch, rather than a teaching section. The master schedule is built around student class selections. We'll make it work.*
- *Is a duty considered a contact?*
 - *Yes it is.*
- *Same question then. What happens to the section that teacher would have been teaching? We could potentially have ten classes that aren't going to be able to be taught.*
 - *This is something that can be worked out through the master schedule.*
- *Janet Griffin*
 - *As a teacher that worked in drop-out prevention from 2008 – 2011, I feel that this program is nothing but a win-win for the students of our district. If we can prevent 1, 2, 10 students from dropping out, this program is worth it.*
- *Robert Edwards*
 - *In thinking of the master schedule, this spring will be unique because we are coming off a unique school year. We have the opportunity to reimagine some things and rethink how some things work. Currently we offer many college credits, associate degrees, advanced placements and courses. We meet those obligations. Having a supportive and preventative course in ninth grade is a really cool opportunity.*
- *Joe Mack*
 - *I think now more than ever, especially coming back to school full-time in 2021-22, there's even a larger gap of items to address as some students haven't been in school since March. So, I think it's more important than ever to reteach school or we could see drops in academics and social emotional.*
- *Lori Megivern*
 - *What was rationale for picking ninth grade over eighth?*
 - *I am a high school principal and feel like I can help them here.*
 - *Why do you think it is better here rather than having them come to ninth grade prepared? Why is ninth grade more appropriate than eighth grade?*
 - *Ninth grade science teachers noticed the ninth graders needed these skills and wanted to do something about it. It would be great if them came into ninth grade with these skills but if they don't, let's do it.*
- *Christopher Kuretich*
 - *My experience with transition courses is almost entirely higher education but if it's going to bare any similar fruit in that respect, I think students will use this opportunity as a means for the skill development you're all talking about but also as a means to process the transition. So doing it at a point before ninth grade would be helpful with some skill development stuff but it won't help them process, in the moment, the transition because they have not yet experienced the transition. It would be like doing a college level freshman or Cor 101 as a senior in high school. There is a lot of thinking what the transition would be like but there is something to be said for processing that with other folks and the teacher leading that discussion while you're actually in that moment of transition. So, that actually for me makes that appropriate for ninth grade.*
- *Robert Edwards*

- *And there's something for me that says why wouldn't we offer this in more than one place. So, we have an opportunity to do it as a high school program thinking specifically about what does high school demand, need and how does it progress. But we should be thinking about all of our transitions.*
- *Christine Gregory*
 - *Most disadvantaged children come to the eighth grade two years behind in terms of their skill level. This is such a great program that if the eighth grade had it, they'd come to ninth grade after having had this program. There still might be some that need additional help in that transition that could be identified and helped. But we could hit the ground running in ninth grade.*
- *Robert Edwards*
 - *This is a credit bearing course which will help our students obtain a credit in ninth grade. I think this is a good opportunity to plant that seed in the junior high as well. We could think about what are the transitional courses or opportunities we might be able to create to support our junior high in their transitions.*
- *Eugene Waldbauer*
 - *The presentation was well planned and you did a great job.*
- *Donald Chu*
 - *How and when will you know if the program is successful? Will you have to wait for the ninth graders to graduate to tell? How would you know if it would do better at the lower grades?*
 - *We would start looking at discipline data, attendance data, five week data, SchoolTool data constantly on a weekly, two weeks or five week basis. Then we'd look at marking period data. Whatever data cycle that we want to create, we would probably get together as a group to see how it's working. There is no way we wait until graduation. We would continuously monitor the program.*
 - *How would you know if you didn't need it anymore?*
 - *If it's proven to be successful and our graduation rates are where they need to be, it would be hard to say we don't need it anymore.*
 - *I'm thinking if they came to you already prepared.*
 - *If they start using a transitional course in the lower grades, then we can look at it.*
- *Christine Gregory*
 - *Do you see COR 101 impacting a student's ability to take art and music or two music classes?*
 - *No. Students right now without COR 101 who want to achieve an associate's degree may have to take a year off from music or art. We always offer students opportunities to take courses in the summer or online. So, there are already moments when they need to make choices based on what their genuine interest is.*
 - *But the possibility exists that it could inhibit?*
 - *It exists right now. It exists with the addition of this.*
 - *Will music be offered at the end of the day?*
 - *Not necessarily.*
 - *Joe Mack and Kindra Catalano explained a bit of how the master schedule is built.*
 - *Do you have any concerns offering it first period? Do you think kids will say it's no big deal, I'll go to school late? Are you worried about that kind of mentality?*
 - *No because I know the strength of our teachers to make this program amazing. We want to make it something they want to be in.*

- *Lauren Mossotti-Kline*
 - *The career piece really strikes a chord with me. I think to be able to implement that type of thinking is an important life skill and will help students become more engaged in their schedule.*
- *Donald Chu*
 - *We have nine periods a day so this wouldn't change that?*
 - *Nope.*
 - *How long are the periods?*
 - *The periods are 39 minutes.*
- *Lori Megivern*
 - *Do you have any idea how many ninth graders are chronically tardy?*
 - *No.*
- *Jeremy Milligan*
 - *This class is about ninth grade students having an ally in a class that is not graded. I think this is a great opportunity for our students.*
- *Lori Megivern*
 - *How would you grade this course if it offers a credit?*
 - *It is a pass / fail course.*
- *Christine Gregory*
 - *I have no qualms about the quality of the work that's been done. I know many of the teachers here. I know their passion and the great things they can do with our kids. I was just trying to answer the concerns of teachers that have reached out to me and answer some of their questions especially around electives.*
- *Lauren Mossotti-Kline*
 - *You said you were going to send out a survey. Is that to the teachers?*
 - *Yes.*
- *Lori Megivern*
 - *Have you guys discussed this with students too?*
 - *No, we wanted to get through this process first.*
 - *Do seniors do an exit interview? When do they complete it?*
 - *Yes, in the fall.*
- *Alex Shaffer*
 - *Do you think in addition to going out to staff, the survey could go out to upper classmen?*
- *Robert Edwards*
 - *Thank you for your presentation and time.*

Information: C. Budget Presentation

Ms. Vile and Mr. Edwards gave a budget presentation.

The presentation is attached to this meeting's agenda in BoardDocs.

Board Members had the following questions or comments:

- *Donald Chu*
 - *In the predictions for five years of the deficit are we offered any increase in state aid or is it the same all the time?*
- *Janet Griffin*
 - *Besides what is listed in the presentation for advocacy efforts, should we not also be writing our senators and our assembly? The teacher's union used to create a*

form letter to send in. We need more help than just the seven of us and everyone else in this room. This is a big issue.

5. Consent Items

Action (Consent), Minutes: A. Approval of Minutes

Resolution: Resolution to approve consent agenda items

Action (Consent): B. CSE/CPSE (Committee on Pre-School Special Education) Recommendations 2020-2021

Resolution: Resolution to approve Consent Items as presented.

Action (Consent): C. Approval of Consent Agenda

Resolution: Resolution to approve consent agenda items

Motion by Christine Gregory, second by Lauren M Mossotti-Kline.

Final Resolution: Motion Carried

Aye: Christine Gregory, Janet Griffin, Eugene Waldbauer, Donald Chu, Christopher Kuretich, Lori Megivern, Lauren M Mossotti-Kline

- *Lori Megivern and Christopher Kuretich commented on the minutes being easy for any person to read and know what happened in that meeting.*

6. Old Business

Action: A. Policy #1512 - Order of Business - Revised

Resolution upon the recommendation of the Superintendent of Schools to accept the second reading of revised policy #1512 - Order of Business as presented.

Motion by Christine Gregory, second by Eugene Waldbauer.

Final Resolution: Motion Carried

Aye: Christine Gregory, Janet Griffin, Eugene Waldbauer, Donald Chu, Christopher Kuretich, Lori Megivern, Lauren M Mossotti-Kline

- *Donald Chu mentioned having the executive session in the beginning of the meeting.*
 - *That is an option in the revised policy 1512.*

Action: B. New Course Proposal - COR101 (Cortland 101) for the 2021-2022 School Year
Resolution upon the recommendation of the Superintendent of Schools to approve the New Course Proposal - COR101 (Cortland 101) for the 2021-2022 School Year as presented.

Motion by Janet Griffin, second by Christopher Kuretich.

Final Resolution: Motion Carried

Aye: Janet Griffin, Eugene Waldbauer, Donald Chu, Christopher Kuretich, Lauren M Mossotti-Kline

Nay: Lori Megivern

Abstain: Christine Gregory

- *Christine Gregory requested more information earlier today and because she doesn't have that information yet and feels she needs it to make a well-informed decision tonight, she will abstain.*

- Janet Griffin stated that being that the high school principal, the Assistant Superintendent of Curriculum and Instruction and our Superintendent all signed the approval for the COR 101, that we should move it forward.
- Lori Megivern asked is it possible to table it until Christine gets that information.
- Chris Kuretich said to table a motion that's on the floor, you can make a motion to table it, and it would need to be second and voted on to pass. Otherwise, we would revert back to the original vote.

Lori Megivern motioned for this item to be tabled. Donald Chu second that motion.

Final Resolution: Motion Not Carried

Aye: Lori Megivern, Donald Chu, Christine Gregory

Nay: Janet Griffin, Eugene Waldbauer, Christopher Kuretich, Lauren Mossotti-Kline

**Action: C. 2020-2021 CSE Committee Members Revision
Resolution upon the recommendation of the Superintendent of Schools to approve the revisions to the 2020-2021 CSE Committee Members as presented.**

Motion by Janet Griffin, second by Eugene Waldbauer.

Final Resolution: Motion Carried

Aye: Christine Gregory, Janet Griffin, Eugene Waldbauer, Donald Chu, Christopher Kuretich, Lori Megivern, Lauren M Mossotti-Kline

- Donald Chu asked if this is for additional people on or replacing people.
 - It is for a new psychologist and a new social worker.

7. New Business

**Action: A. Snow plowing service agreement with the City of Cortland for the 2020-21 school year
Resolution upon the recommendation of the Superintendent to approve the snow plowing agreement with the city of Cortland for the 2020-21 school year as presented.**

Motion by Eugene Waldbauer, second by Christine Gregory.

Final Resolution: Motion Carried

Aye: Christine Gregory, Janet Griffin, Eugene Waldbauer, Donald Chu, Christopher Kuretich, Lori Megivern, Lauren M Mossotti-Kline

- Janet Griffin - Is this close to what we've had in the past.
 - The average hourly wage rate and the average benefits per employee did increase \$1.00 per hour.
 - We have taken over plowing Parker and Virgil.
- Lori Megivern - They receive time and a half for hours outside their regular work day. Isn't most of the plowing done outside their regular work day?
 - Their schedules vary. That usually comes in when there are big storms and they're plowing hours on end.
- Lori Megivern - They normally start at 8:00 a.m. Shouldn't our plowing being done by then?
 - Kim will check on that.

**Action: B. Treasurer's Report - September 2020
Resolution upon the recommendation of the Superintendent of Schools to approve the Treasurer's report for September 2020 as presented.**

Motion by Janet Griffin, second by Eugene Waldbauer.

Final Resolution: Motion Carried

Aye: Christine Gregory, Janet Griffin, Eugene Waldbauer, Donald Chu, Christopher Kuretich

Nay: Lori Megivern

Abstain: Lauren M Mossotti-Kline

- *Donald Chu - We had again \$83,000.00 unexpected expenses under the agency fund. Are those also for Covid this month?*
 - *These are projections*
- *Christopher Kuretich - Is that an expense or a short fall on revenue?*
 - *The way this report reads is in our annual forecast, we had zero in for that. The current year to date, we brought in close to \$84,000.00.*
 - *This projection does not include any reduction in state aid at this point.*
- *Donald Chu - And down below there're contractual supplies and other. What are those things?*
 - *All of the detail is in the appropriation report.*

8. Personnel Action

Action: A. Approval of Personnel Resignations and Leaves

Resolution to approve Personnel Resignations and Leaves as presented on Schedule 12.69 revised

Motion by Eugene Waldbauer, second by Donald Chu.

Final Resolution: Motion Carried

Aye: Christine Gregory, Janet Griffin, Eugene Waldbauer, Donald Chu, Christopher Kuretich, Lori Megivern, Lauren M Mossotti-Kline

- *Board members thanked Kim Vile for the many things she's done for them personally and for the District.*

Action: B. Approval of Non-Instructional Appointments

Resolution to approve Non-Instructional Personnel Appointments as presented on Schedules 1335 revised and 1336

Motion by Donald Chu, second by Lauren M Mossotti-Kline.

Final Resolution: Motion Carried

Aye: Christine Gregory, Janet Griffin, Eugene Waldbauer, Donald Chu, Christopher Kuretich, Lori Megivern, Lauren M Mossotti-Kline

Action: C. Approval of Administrative and Instructional Personnel Appointments

Resolution to approve Administrative and Instructional Personnel Appointments as presented on schedules 2682, 2683, and 2684

Motion by Lauren M Mossotti-Kline, second by Donald Chu.

Final Resolution: Motion Carried

Aye: Christine Gregory, Janet Griffin, Eugene Waldbauer, Donald Chu, Christopher Kuretich, Lori Megivern, Lauren M Mossotti-Kline

Mr. Edwards congratulated the new hires and welcomed them aboard.

9. Leadership Reports

Reports: A. Business Administrator

- *Kim recognized the continued efforts of the support staff going above and beyond.*

Reports: B. Director of Special Education

- *Katie echoed what Kim said.*

Reports: C. Assistant Superintendent for Pupil and Personnel Services

- *Judi talked about being in the classrooms of probationary teachers and how she continues to be amazed by what's happening in the classroom. It is amazing how the teachers are handling the complexity of this school year. There are things that will remain as part of our classrooms that didn't happen a year and a half ago.*
- *She applauded our students. The students in person are doing what they need to do and still socially interacting with each while following the rules to maintain health and wellness for everyone. And watching the remote learners engaging the way they're engaging. If we went back a year, we just couldn't imagine where we are.*

Reports: D. Assistant Superintendent of Curriculum and Instruction

- *Jeff talked about all the meetings that are still happening and how remarkable all the work that is happening is.*

Reports: E. Superintendent

- *Bob let Paul Hansen know he appreciated him staying for the entire Board meeting.*
- *We made a shift this afternoon and our high school will be remote for Thursday and Friday of this week. He will be working with the high school administration to make some determinations for next week and beyond.*
- *Updated the Board on athletics.*
- *Donald asked if Bob knew how many people would be quarantining at the high school. Bob replied with 83 students and 10 or 11 staff. This may be a little less.*
- *Alex asked if all the students' families had been contacted yet. Bob discussed the process. The health department is not working tomorrow, Veterans Day, but administration did call all the families.*

Reports: F. Board of Education

- *Christine Gregory - Thank you to Ms. DaCosta for the invitation to her public speaking class. She was very glad to be able to spend time with them for two days.*
- *Christine Gregory - Thank you to the National Honor Society for that invitation as well. It was nice to be able to participate.*
- *Lauren Mossotti-Kline - Shout out to the parents that are balancing the remote versus home and in school learning.*
- *Alex Shaffer - The Purple Pantry is now located at the high school.*
- *Alex Shaffer - I have started shadowing classrooms. The ones I have attended are phenomenal, hands on and really engage students. It is amazing that we are able to do this as a district even in these circumstances of half on-line, half in person learning.*
- *Donald Chu - Alex, what classes were hands on?*
 - *Art classes.*
- *Janet Griffin - Gave thanks to all who are buying Christmas gifts for Cortland County foster children.*

10. Other Communication

Procedural: A. Audience Participation

There were no requests to address the board.

11. Executive Session

Action: A. Convene into Executive Session Motion to Convene into Executive Session

Motion by Donald Chu, second by Christine Gregory.

Final Resolution: Motion Carried

Aye: Christine Gregory, Janet Griffin, Eugene Waldbauer, Donald Chu, Christopher Kuretich, Lori Megivern, Lauren M Mossotti-Kline

Time: 9:02 p.m.

Action: B. Reconvene in Open Session

Motion by Eugene Waldbauer, second by Christine Gregory.

Final Resolution: Motion Carried

Aye: Christine Gregory, Janet Griffin, Eugene Waldbauer, Donald Chu, Christopher Kuretich, Lori Megivern, Lauren M Mossotti-Kline

Time: 9:31 p.m.

12. Closing of Meeting

Action: A. Adjournment

Motion by Janet Griffin, second by Christine Gregory.

Final Resolution: Motion Carried

Aye: Christine Gregory, Janet Griffin, Eugene Waldbauer, Donald Chu, Christopher Kuretich, Lori Megivern, Lauren M Mossotti-Kline

Time: 9:32 p.m.