

## **REGULAR BOARD OF EDUCATION MEETING June 9, 2022**

The Cambridge Central School Board of Education held their regular Board of Education meeting on June 9, 2022 in the Secondary Library Media Center. Mrs. Ziehm called the meeting to order at 7:00PM and immediately made a motion to go into Executive Session to discuss issues pertaining to negotiations pursuant to Article 14 of the Civil Service Law and issues pertaining to the employment history of a particular individual leading to the appointment/suspension/discipline of that particular person. At 7:00PM the meeting reconvened and began with the Pledge of Allegiance. Board of Education members in attendance were President- Jessica Ziehm; Vice-President- David Shay Price; Caleb Breault; Neil Gifford, and Dillon Honyoust; Dr. Douglas Silvernell, Superintendent of Schools and Kate Canini, District Clerk. Also present were; Anthony Cammarata, School Business Administrator; Colleen Lester, Elementary Principal; Jerry Gibson, Associate Elementary Principal; Caroline Goss, High School Principal; Ralph Harrington, Associate Principal; press and public.

### **Approval of Minutes:**

Mrs. Ziehm made the motion, seconded by Mr. Gifford to approve the following minutes: Budget Hearing May 3, 2022; Regular Meeting May 3, 2022; Budget Vote and Election May 17, 2022. Vote 5 yes, 0 no; motion carried.

### **Public Comments:**

There were 4 different individuals that spoke about bringing the Ag Program back to the District.

The other public comment was regarding students being the reason we are all here and the lack of transparency in the District.

### **Superintendent/Administrative Reports**

#### **Dr. Silvernell:**

- RFP's (Request for Proposals) for professional services we will be looking to get on a schedule to go out for them during the year. We did our Auditing Services last year. This year we will look at our Architects, Project Management, and Legal Services.
- Our Insurance Company Utica National has agreed to do a free safety audit to make sure we are in compliance with everything. We have tightened things up with the PE classes being outside this time of year. They now have an extra badge to give to a student in case they need to go inside to use the restroom and so the doors are not propped open. We will also be working with the various Safety Teams to make sure we do all our annual trainings.
- There is no update on the Mascot. We will need to figure out what are options are come July 1.
- Master Site Plan-We are still gathering the information to complete the survey results and we will schedule meeting with the Building Committee and go over things with them to help decide what the next project will be.
- Strategic Planning-both Action Teams have met and will be meeting again before the end of the year. They each have their own tasks to complete. We are still looking for a couple of students to join the teams as well.

- An update on the solar panels was given and at this point we are looking to see what our options are given the fact that the company we got them from is no owned by the bank and we are trying to get the bank to tell us what they plan to do.
- Brooklyn Lee will be bringing Hudson Headwaters mobile health unit for dental services for our students. They will come a couple of times a year.
- The Life Skills class worked with Ben Jacobson and Marlee Wood to make 5 picnic tables to put around the campus. We received one at the District Office.
- Steve's Environmental Class received the "Champions of Change" award from NYSSBA on the work they did at Hedges Lake on water quality.
- A discussion was had about the Associate Principal position and the importance of keeping it. Dr. Silvernell shared that he feels there is a need to keep the position and why that is. He will share the document with the Board and they can come prepared to discuss it next month.

**Mr. Cammarata:**

- The new HRA plan will be implemented in the District next year for those that prefer that type of plan.
- The budget transfers on the agenda were explained. One is for additional legal expenses and the other is for funding items in the proper codes.
- The EBLAR Reserve resolution and the resolution to use the reserve is also on the agenda for approval.
- We also will be approving the Capital Reserve and funding of the reserve.

**Ms. Lester:**

- The 2<sup>nd</sup> annual Farmers Olympics was a big success. Thank you to the community members, Board Members, as well as the Elementary Ag Club Members for all their help to put the day together and keep things running smoothly.
- PE will be doing Activity days instead of Field Day this year as we are looking forward to that.
- The 23<sup>rd</sup> is the 6<sup>th</sup> grade Moving Up Ceremony.
- Summer Reading will begin on the 6<sup>th</sup> of July, the ESY (Extended School Year) will take place for the first time in the District on July 5<sup>th</sup>, and Summer Science will take place this year as well.
- The new staff on the agenda for tonight was introduced.
- Ms. Lester thanked the District for supporting her in all that she did for the last 13 years.

**Mrs. Goss:**

- Regents testing will take place the 15<sup>th</sup>-23<sup>rd</sup>. The June 1<sup>st</sup> US History Regents was cancelled. Student that were supposed to take that test will receive exemptions.
- Summer curriculum work has been shared out by Mr. Harrington.
- Summer School will begin July 11<sup>th</sup> and run through August 18<sup>th</sup>. Classes will be Monday-Thursday from 8-noon. We are not sure how many will be enrolled at this point. We also plan to offer additional summer enrichment classes.

- The Senior Parade in tomorrow. The Seniors had their memory walk and class picture done today. Their last day of classes is tomorrow. They will have their trip and picnic next Monday and Tuesday.
- Last day of classes for Grades 7-11 is Tuesday.
- Baccalaureate will take place June 22<sup>nd</sup> at the Coila Church at 7PM, Awards Night will be June 23<sup>rd</sup> at 7PM in the Gym, and Graduation will be June 24<sup>th</sup> at 7PM in the Gym.
- Our Literary Arts magazine has come out and a copy was shared with the Board. The students and advisor did a great job.
- Thank you to Carter Wilkins for attending nearly every Board meeting during his High School career.
- The new staff on the agenda for tonight was introduced.

### **BOE/Committee Reports:**

Mr. Gifford asked for a summary of the Special Education reports.

### **Old Business:**

Mrs. Ziehm made the motion, seconded by Mr. Price to adopt the following policies: **2342**-Agenda Preparation and Dissemination; **1230**-Public Comment at Board Meetings; **1230 E.1**-Public Comment at Board Meetings Exhibit; **1230 E.2**-Public Comment at Board Meetings Exhibit sign in sheet; **8220**-Buildings and Grounds Maintenance and Inspection; **1530**-Smoking, Vaping and Other Tobacco Use on School Premises. Vote 5 yes, 0 no; motion carried.

### **New Business:**

Mrs. Ziehm made the motion, seconded by Mr. Gifford to approve the consent agenda and the consent agenda with regard to new business. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Price to accept the results of the Budget Vote and Election on May 17, 2022 on the 2022-2023 Budget; Public Library Proposition, Bus Lease Proposition, Capital Reserve Proposition, and Election of one member of the Board of Education. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Breault to declare itself as the Lead Agency for the purpose of identifying the SEQRA determination for the 2022-2023 \$100,000 Project at Cambridge Central School. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Gifford to act as the Lead Agency, has declared that the \$100,000 Project at Cambridge Central School has no significant environmental impact and can be classified as a Type II Action. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Price to approve the MOA by and between the Cambridge Central School District and the Cambridge Administrators Association for the period of July 1, 2022-June 30, 2026. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Breault to appoint Lourdes Reynoso to a probationary appointment as a Special Education Teacher in the Special Education Teacher tenure area, effective August 31, 2022, for a three-year term tentatively scheduled to conclude on

June 30, 2025, contingent upon her successful completion of the probationary term and having received composite or overall APPR ratings of either “Effective” or “Highly Effective” in at least two of the three preceding years and a rating higher than “Ineffective” at the conclusion of the 2024-2025 school year. She is to be placed on Step 9 of the CFA salary schedule plus 20 additional credits for an annual salary of \$57,661. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Price to appoint Paula Steimel to a probationary appointment as a Music Teacher in the Music Teacher tenure area, retroactive to March 3, 2022, for a four-year term tentatively scheduled to conclude on March 2, 2026, contingent upon her successful completion of the probationary term and having received composite or overall APPR ratings of either “Effective” or “Highly Effective” in at least three of the four preceding years and a rating higher than “Ineffective” at the conclusion of the 2025-2026 school year and her obtaining her professional certification. She is to be placed on Step 9 of the CFA BA salary schedule for a prorated annual salary of \$52,431. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Honyoust to appoint Lacie Durrant to a probationary appointment as a Speech Teacher in the Speech Pathologist tenure area, effective August 31, 2022, for a four-year term tentatively scheduled to conclude on June 30, 2026, contingent upon her successful completion of the probationary term and having received composite or overall APPR ratings of either “Effective” or “Highly Effective” in at least three of the four preceding years and a rating higher than “Ineffective” at the conclusion of the 2025-2026 school year. She is to be placed on Step 6 of the CFA salary schedule plus 21 additional credits for an annual salary of \$53,966. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Breault to appoint Hannah Van De Water to a probationary appointment as an Elementary Teacher in the Elementary tenure area, effective August 31, 2022, for a four-year term tentatively scheduled to conclude on June 30, 2026, contingent upon her successful completion of the probationary term and having received composite or overall APPR ratings of either “Effective” or “Highly Effective” in at least three of the four preceding years and a rating higher than “Ineffective” at the conclusion of the 2025-2026 school year. She is to be placed on Step 1 of the CFA salary schedule for an annual salary of \$45,095. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Price to appoint Rebecca Kress to a probationary appointment as an Elementary Teacher in the Elementary tenure area, effective August 31, 2022, for a three-year term tentatively scheduled to conclude on June 30, 2025, contingent upon her successful completion of the probationary term and having received composite or overall APPR ratings of either “Effective” or “Highly Effective” in at least two of the three preceding years and a rating higher than “Ineffective” at the conclusion of the 2024-2025 school year. She is to be placed on Step 2 of the CFA salary schedule for an annual salary of \$46,833. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Price to appoint Hannah Maguire to a probationary appointment as an Elementary Teacher in the Elementary tenure area, effective August 31, 2022, for a four-year term tentatively scheduled to conclude on June 30, 2026,

contingent upon her successful completion of the probationary term and having received composite or overall APPR ratings of either “Effective” or “Highly Effective” in at least three of the four preceding years and a rating higher than “Ineffective” at the conclusion of the 2025-2026 school year. She is to be placed on Step 2 of the CFA salary schedule plus an additional 15 credits for an annual salary of \$47,943. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Gifford to appoint Jasmyn Yakubec to a probationary appointment as an Elementary Teacher in the Elementary tenure area, effective August 31, 2022, for a four-year term tentatively scheduled to conclude on June 30, 2026, contingent upon her successful completion of the probationary term and having received composite or overall APPR ratings of either “Effective” or “Highly Effective” in at least three of the four preceding years and a rating higher than “Ineffective” at the conclusion of the 2025-2026 school year. She is to be placed on Step 4 of the CFA BA salary schedule for an annual salary of \$47,440. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Honyoust to appoint Samantha Shaw to a probationary appointment as an Elementary Teacher in the Elementary tenure area, effective August 31, 2022, for a four-year term tentatively scheduled to conclude on June 30, 2026, contingent upon her successful completion of the probationary term and having received composite or overall APPR ratings of either “Effective” or “Highly Effective” in at least three of the four preceding years and a rating higher than “Ineffective” at the conclusion of the 2025-2026 school year. She is to be placed on Step 1 of the CFA salary schedule for an annual salary of \$45,095. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Gifford to appoint Carl Nigro to a probationary appointment as a Social Studies Teacher in the Social Studies tenure area, effective August 31, 2022, for a four-year term tentatively scheduled to conclude on June 30, 2026, contingent upon his successful completion of the probationary term and having received composite or overall APPR ratings of either “Effective” or “Highly Effective” in at least three of the four preceding years and a rating higher than “Ineffective” at the conclusion of the 2025-2026 school year. He is to be placed on Step 9 of the CFA salary schedule plus an additional 8 credits for an annual salary of \$56,773. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Breault to appoint Sara Chirgwin to a probationary appointment as a Social Studies Teacher in the Social Studies tenure area, effective August 31, 2022, for a four-year term tentatively scheduled to conclude on June 30, 2026, contingent upon her successful completion of the probationary term and having received composite or overall APPR ratings of either “Effective” or “Highly Effective” in at least three of the four preceding years and a rating higher than “Ineffective” at the conclusion of the 2025-2026 school year. She is to be placed on Step 2 of the CFA salary schedule for an annual salary of \$46,833. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Honyoust to approve Change Order GC-01 with Hoosick Valley Contractors, Inc. for a decrease in the amount of \$6,500. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Breault to approve Change Order GC-01 with Gallo Construction Corp. for a decrease in the amount of \$1,790. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Breault to approve a Budget Transfer in the amount of \$279,931 to expense in the proper codes. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Price to approve a Budget Transfer in the amount of \$43,000 to cover legal expenses. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Gifford to approve the following resolution: WHEREAS, the Board of Education has previously established an TRS Reserve Sub-Fund of the Retirement Contribution Reserve Fund to finance retirement contributions to the New York State Teachers' Retirement System pursuant to Section 6-r of the General Municipal law, known as the TRS Reserve Sub-Fund to finance retirement contributions to the New York State Teachers' Retirement System and/or to offset all or a portion of the amount deducted from the moneys apportioned to the District from the State for the support of schools pursuant to Section 521 of the Education law. THEREFORE, BE IT RESOLVED, that the Board hereby appropriates the sum of \$111,454 for such purpose from 2021-2022 unappropriated unassigned fund balance in the general fund and authorizes and directs the District Treasurer to transfer such amount from unappropriated unassigned fund balance for the 2021-2022 school year to the TRS Reserve Sub-Fund of the Retirement Contribution Reserve Fund. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Price to authorize and direct the District Treasurer to transfer up to \$87,965 from the Employee Benefit Accrued Liability Reserve Fund to the General Fund to be expended for accrued employee benefits due upon the termination of certain employees' service during the 2021-22 school year. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Breault to authorize and direct the District Treasurer to transfer funds from unappropriated unassigned fund balance for the 2021-22 school year, in the amount of \$45,216 to the Employee Benefit Accrued Liability Reserve Fund. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Breault to approve the following resolution: **RESOLUTION DATED JUNE 9, 2022 OF THE BOARD OF EDUCATION OF THE CAMBRIDGE CENTRAL SCHOOL DISTRICT AUTHORIZING THE ESTABLISHMENT OF A CAPITAL RESERVE FUND.**

WHEREAS, the voters of the Cambridge Central School District (the "District") at the annual meeting of such voters duly held on May 17, 2022 duly approved a proposition authorizing the Board of Education of the District to establish a Capital Reserve Fund in an amount not to exceed \$2,000,000, with a probable term of ten (10) years, for the purpose of financing the general improvements, construction, reconstruction, renovations and additions to various District buildings, facilities and sites, and the acquisition of furnishings, equipment, machinery or apparatus required for the purpose for which such buildings, facilities and sites are to be used, with such Capital Reserve Fund being funded from unallocated fund balance and future budget surpluses, as may be determined from time to time by the Board of Education;

**NOW THEREFORE BE IT RESOLVED BY THIS BOARD OF EDUCATION:**

Section 1. The District shall establish a Capital Reserve Fund in an amount not to exceed \$2,000,000, with a probable term of ten (10) years, for the purpose of financing the general improvements, construction, reconstruction, renovations and additions to various District buildings, facilities and sites, and the acquisition of furnishings, equipment, machinery or apparatus, with such Capital Reserve Fund being funded from unallocated fund balance and future budget surpluses, as may be determined from time to time by the Board of Education. Section 2. The Capital Reserve Fund shall be funded with such portion of unallocated fund balance and future budget surpluses as may be determined from time to time by the Board of Education. Section 3. This resolution takes effect immediately upon its adoption. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Breault to approve the following resolution: That the Board of Education authorize the transfer of any excess funds above \$800,000 assigned fund balance designated for tax reduction, and \$956,949 (4% of the 2022-23 budget) unassigned fund balance, into the capital reserve, accordance with the district financial planning. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Gifford to create the temporary position of Gap Closing Data Analyst and appoint Collen Lester to that position from July 1, 2022 until July 31, 2022. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Price to abolish the Assistant Transportation Supervisor position effective June 30, 2022. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Gifford to create a Mental Health Director position starting with the 2022-2023 school year. Vote 5 yes, 0 no; motion carried.

Mrs. Ziehm made the motion, seconded by Mr. Breault to create a Guidance Counseling Department Coordinator position starting with the 2022-2023 school year. Vote 5 yes, 0 no; motion carried.

First Reading of the following policy was read: 6680-Internal Audit Function

At 8:17PM Mrs. Ziehm made the motion, seconded by Mr. Price to go into Executive Session to discuss issues pertaining to the employment history of a particular individual leading to the appointment/suspension/discipline of that particular person and consultation with the School Attorney. Vote 5 yes, 0 no; motion carried.

At 9:36PM Mrs. Ziehm made the motion, seconded by Mr. Breault to return to Open Session and at 9:37PM adjourn the meeting. Vote 5 yes, 0 no; motion carried.

Kate Canini  
District Clerk

### **Consent Agenda-Personnel**

- Amended the stipend for Stephen Marquart and Marlee Woods as the coaches for Unified Basketball to be paid \$1020 each.
- Approved the Memorandum of Agreement to reappoint Steve Butz as Technology Coordinator for the 2022-2023 school year.
- Appointed Jillian Reilly as Coordinator for Program Development (CDOS) for the 2022-2023 school year. She will be paid a per diem rate not to exceed 10 days in the summer.
- Appointed Adam Burr as the Athletic Director for the 2022-2023 school year with a salary of \$13,563.48.
- Appointed Heather Gwin as the Mentor Coordinator for the 2022-2023 school year with a \$3000 stipend.
- Appointed Virginia Young as a Substitute Building Maintenance Worker to be paid \$15.00 per hour retroactive to May 2, 2022.
- Appointed Virginia Young as a Building Maintenance Helper retroactive to June 1, 2022 to be paid a prorated annual salary of \$29,120.
- Approved the 1 year Leave of Absence for Rachael Armstrong from her position as an English Teacher for the 2022-2023 school year.
- Appointed Cheryl Benson as the Transportation Supervisor effective July 1, 2022 with an annual salary of \$72,000.
- Accepted the letter of resignation from Michael Palanza from his position as a Social Studies Teacher effective June 30, 2022.
- Approved the 9 additional graduate credits for Sarah Cuddihy at \$74 per credit.
- Approved the 18 additional graduate credits for Melissa Johnson at \$74 per credit.
- Appointed Courtney Densmore to fill the 1 year Leave of Absence of Rachael Armstrong for the 2022-2023 school year. She is to be appointed at Step 2 of the CFA Salary schedule for an annual salary of \$46,883.

### **Consent Agenda - New Business**

- Accepted the Treasurers Report for the month of April 2022.
- Approved the Student Activity Report dated May 31, 2022.
- Approved the Special Education Report dated June 2022.
- Approved the Private school transportation requests to Hiland Hall School in Bennington, VT for the 2022-2023 school year with transportation for mileage ineligible families to be from a central pick up point.
- Approved the Private school transportation requests to the Village School in North Bennington, VT for the 2022-2023 school year.
- Denied transportation requests to Grace Christian School in Bennington, VT and The School of Sacred Heart St. Frances de Sales in Bennington, VT for the 2022-2023 school year as they are not eligible per State Ed 15 mile guidelines.
- Declared the list of weeded books from the Elementary Library as surplus.

- Approved the contract between the Cambridge Central School District and Alliance Education Associates, LLC to mentor the Elementary Principal for the 2022-2023 school year.
- Approved the contract between the Cambridge Central School District and the Center for Disability Services for the 2022-2023 school year.
- Approved the contract between the Cambridge Central School District and St. Anne Institute for the 2022-2023 school year.
- Approved a GSA (Gay-Straight Alliance) Club beginning with the 2022-2023 school year.
- Approved a SADD (Students Against Destructive Decisions) Club beginning with the 2022-2023 school year.
- Approved the contract between the Cambridge Central School District and Oak Hill for the 2022-2023 school year.

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