

GENERAL BROWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION
17643 Cemetery Road - P.O. Box 500 - Dexter, New York 13634

REGULAR MEETING
February 8, 2021 – 5:30 p.m.
Meeting was held remotely via WebEx

MINUTES

REGULAR MEETING – This meeting was held remotely and was available to the public via WebEx. The meeting was called to order at 5:30 p.m. by President Kelly Milkowich, followed by the Pledge of Allegiance.

MEMBERS PRESENT VIA WEBEX – Kelly Milkowich, President; Sandra Young Klindt, Vice President; Natalie Hurley; Daniel Dupee II; Tiffany Orcesi; Jamie Lee; Scott Lytle

OTHERS PRESENT VIA WEBEX – Barbara J. Case, Superintendent; Lisa K. Smith, Assistant Superintendent; Debra L. Bennett, District Clerk

WEBEX PARTICIPANTS – Gary Grimm, Operations Manager/Transportation Supervisor; Kathaleen Beattie, Director of Student Services; Melissa Nabinger, Principal Brownville Glen Park Elementary; Karen Denny, Interim Principal Jr.-Sr. High School; Laurie Nohle, Assistant Principal Jr.-Sr. High School; David Ramie, Principal Dexter Elementary; Michael Parobeck, Network Administrator

A. APPROVAL OF AGENDA

Motion for approval by Scott Lytle, seconded by Sandra Young Klindt, with motion approved 7-0.

A. PRESENTATIONS - None

B. PUBLIC COMMENT REQUESTS – No requests

C. CONSENT AGENDA

A motion for approval of the following items as listed under the CONSENT AGENDA is made by Scott Lytle, and seconded by Jamie Lee, with motion approved 7-0.

1. Approval of Minutes as listed:
 - January 4, 2021 – Regular Meeting
 - January 12, 2021 – Special Meeting
2. Approval of Building and Grounds Requests – none
3. Approval of Conferences and Workshops:
 - Kathaleen Beattie – Title IX Training (virtual) – February 11, 2021
4. Approval of Conferences and Workshops as per *My Learning Plan* report
5. Approval of Financial Reports / Warrants – December 2020

D. REGULAR AGENDA

Other Discussion and Action Items:

Board Member Reports / Staff Member Reports and Presentations

1. Comments / Information and updates from Board Members: Ms. Hurley shared that the Jeff-Lewis School Board Association's *Virtual Legislative Discussion*, (formerly the Legislative Breakfast), would be a great opportunity for Board members to share conversation with legislators and advocate for our District.
2. Staff Member Reports
3. Staff Member Presentations - none

Items for Board Information / Discussion

4. Board Information – Members of the Jefferson-Lewis-Hamilton-Herkimer-Oneida Board of Cooperative Educational Services (BOCES) whose terms will expire on June 30, 2021 are as follows:
 - Sandra Young Klindt – General Brown Central School District

- Lynn A. Murray – Copenhagen Central School District
- Michael F. Young – Lowville Academy & Central School District

5. Board Information – Dr. Sandra Young Klindt’s term serving on the Jefferson-Lewis Board of Cooperative Education Services will expire on June 30, 2021. Dr. Klindt has indicated that she would like to be considered for re-election to the BOCES Board of Education and has asked for Board members’ support. ***Nominations for members to the BOCES Board will be accepted at the March 8, 2021 Board of Education meeting*** and submitted to Jefferson-Lewis BOCES by Tuesday, March 23, 2021.

— President Milkowich thanked Dr. Klindt on behalf of the District for her service on the BOCES Board of Education.

6. Board Information – Jefferson-Lewis BOCES Component school district Boards of Education and Trustees ***will vote on the Election and Proposed 2021-2022 BOCES administrative budget on April 21, 2021.*** A special meeting for the purpose of the vote/election will be required on that date.

7. Board Information – Invitation from Jefferson-Lewis School Boards Association – Virtual Legislative Discussion – March 5, 2021 at 3:00 p.m. – RSVP to Mrs. Bennett by March 1, 2021

8. Board Information – 2nd Quarter Elementary Data

Items for Board Discussion / Action

9. Board Action – Approval to appoint Laurie Nohle as follows:

- Chief Faculty Counselor
- Faculty Auditor

Motion for approval by Tiffany Orcesi, seconded by Sandra Klindt, with motion approved 7-0.

10. Board Action – Approval to appoint Missie Nabinger as follows:

- Dignity Act Building Coordinator - Brownville Glen Park Elementary
- Odyssey of the Mind Co-Coordinator
- District Arts in Education Coordinator
- Reading Co-Coordinator
- Character Education
- District Health/Safety Committee

Motion for approval by Scott Lytle, seconded by Daniel Dupee, with motion approved 7-0.

11. Board Action – Approval to appoint Karen Denny as follows:

- Dignity Act Building Coordinator – Jr.-Sr. High School
- Drug and Alcohol Coordinator
- Standardized Testing Coordinator
- District Health Coordinator
- District Health/Safety Committee

Motion for approval by Jamie Lee, seconded by Sandra Young Klindt, with motion approved 7-0.

12. Board Action – Approval to appoint Kathaleen Beattie as follows:

- Chairperson Committee on Special Education
- Section 504 Coordinator
- CSE, CPSE, and CSE Sub-Committee: Committee Representative/Chairperson

Motion for approval by Daniel Dupee, seconded by Tiffany Orcesi, with motion approved 7-0.

13. Board Action - Approval of ***Committee on Special Education Reports***

Motion for approval by Sandra Klindt, seconded by Scott Lytle, with motion approved 7-0.

14. Board Action – Resolution to ***Conditionally Appoint Athletic Coaches during the 2020-2021 school year:***

RESOLUTION

WHEREAS, the prevalence of COVID-19 is such that schools were allowed to reopen in September for the 2020-2021 school year, under limited conditions provided schools adhere to certain health related requirements, recommendations, and

mandates that have been, or may be, made by the Governor of the State of New York, the New York State Department of Education, the New York State Department of Health, and/or local county departments of health; and

WHEREAS, the District is required to comply with the various health related requirements, recommendations and mandates in order to operate the District’s athletic programs and to mitigate the potential negative impact of exposure to the COVID-19 virus and therefore recognize that many adjustments to the routine operation of these programs will be necessary to implement this compliance; and

WHEREAS, it is anticipated that throughout the 2020-2021 school year multiple adjustments may be necessary in form, frequency, and modality for offering of, and participation in, any specific athletic program which may impact the need for staffing and/or a need to reduce or cancel any specific portion of the athletic program; and

WHEREAS, the District wishes to ensure coaches are compensated on a pro-rata basis for any portion of the 2020-2021 athletic seasons for which students participate in athletics, but that coaches do not receive compensation for services that are not provided in the event that there is no student participation or cancellation of all or a part of any specific portion of the athletic program during any portion of the 2020-2021 academic year/athletic season(s); and

WHEREAS, the pro-rata basis shall be calculated by dividing the amount of a stipend by the standard number of official days of each normal season to determine a daily stipend. In the event the students are not able to participate in the event, the employee will only be paid for the days the students were able to participate; and

WHEREAS, the Board recognizes that coaches receive a longevity stipend based upon the number of years of service an individual has served in their respective position.

NOW, THEREFORE, IT IS RESOLVED:

1. In the event that students participate in extra-curricular athletics for any portion of the 2020-2021 academic year/athletic season(s), stipends will be pro-rated in proportion to the ratio of the actual duration of service rendered during any specific 2020-2021 athletic season to the scheduled time from an uninterrupted athletic season as set out in the Recitals above, and coaches shall receive longevity credit for actual service during any specific 2020-2021 athletic season; and

2. In the event that students do not participate in any portion of what would have otherwise been a specific athletic season(s) during the 2020-2021 school year, all coaching appointments for that specific athletic season(s) will be deemed rescinded, and no stipends shall be paid, nor shall coaches receive longevity credit for a specific athletic season(s) during the 2020-2021 school year if no portion of the specific season occurs.

Motion for approval by Sandra Klindt, seconded by Scott Lytle, with motion approved 7-0.

E. ITEMS FOR BOARD ACTION – PERSONNEL – Conditional Coaching Appointments

15. Board Action - *Upon the recommendation of the Superintendent of Schools, and consistent with the terms and conditions enumerated in the Resolution to Conditionally Appoint Athletic Coaches during the 2020-2021 School Year*, which resolution was duly adopted by the Board of Education immediately prior hereto, the General Brown Central School District Board of Education hereby conditionally appoints the following individuals to serve as coaches:

Motion for approval by Scott Lytle, seconded by Tiffany Orcesi, with motion approved 7-0.

(A) PAID Coaching Appointments:

Name	2020-2021 Winter Season	Coaching Certification	Effective Date
Matthew Fiske	Boys’ Basketball-Varsity	Teacher Coach*	Date TBD
Michael Hartle	Wrestling-Varsity	Teacher Coach*	Date TBD
Janelle Ferris	Girls’ Basketball-Varsity	Teacher Coach*	Date TBD
Amy O’Riley	Girls’ Volleyball-Varsity	Teacher Coach*	Date TBD

Coaches possess the following [as mandated by NYSED]:

Teaching Certificate: Child Abuse / School Violence / DASA / First Aid / CPR / Concussion Workshop / Fingerprint Clearance / [Philosophies & Principals / Theories and Techniques [sport specific] / Health Sciences as required] *

Non-Teaching Temporary or Professional Coaching License and/or 2nd - 4th Renewal as required: Child Abuse / School Violence / DASA / First Aid / CPR / Concussion Workshop / Philosophies & Principals / Theories and Techniques [sport specific] / Health Sciences / Fingerprint Clearance ****

F. ITEMS FOR BOARD ACTION – PERSONNEL – Continued

16. Board Action - Approval of the following PERSONNEL CHANGES, with *effective dates* as listed:
 Motion for approval by Jamie Lee, seconded by Scott Lytle, with motion approved 7-0.

(A) Board Action – Retirements:

Name	Position	Effective Date
Lisa S. Sampson	Elementary Teacher	07/01/2021

(B) Board Action – Resignations: none

(C) Board Action – Appointments:

Name	Position	Salary or Rate of Pay	Probationary or Tenure Track Appt. (if applicable)	Effective Date
Justin D. Keegan	Elementary Teacher	\$48,045 annually (MB+39, step 1)	4-year probationary tenure track appointment as elementary teacher commencing February 9, 2021	02/09/2021
Bruce A. Matthews	Substitute Cleaner	\$12.50 per hour	n/a	02/22/2021

G. ITEMS FOR BOARD ACTION - FINAL FINGERPRINT CLEARANCE

17. Board Action - Upon the recommendation of the Superintendent of Schools – WHEREAS, on behalf of the General Brown Central School District, two sets of the following prospective employees’ fingerprints for employment have been submitted to NYSED, along with the signed Consent Form, and a request for conditional clearance. The following employees have received FINAL CLEARANCE from SED:

- **Justin D. Keegan** – Teacher
- **Bruce A. Matthews** – Substitute Cleaner

Motion for approval by Sandra Klindt, seconded by Daniel Dupee, with motion approved 7-0.

H. SUPERINTENDENTS’ REPORTS

18. Assistant Superintendent Smith shared that this is normally the start of budget conversations, however with questions surrounding State aid projections; state budget gaps; STAR reimbursement; Federal aid; 20% aid withholding status; transportation aid reimbursement; and Governor Cuomo’s executive budget options A & B, much more information is required from the state before budget development can continue. Updated information will be shared as soon as it becomes available.

19. Superintendent Case elaborated on her reasoning for the 4.0% threshold for the 14-Day Positivity Rate in relation to athletics as summarized below from her Board report:

As the Board is aware, the Jefferson County Superintendents of Schools have been meeting quite regularly throughout the Pandemic, and have had many meetings with regard to athletics, including with Jefferson County Public Health.

The 4.0% or less positivity metric was one that Public Health indicated would be required in order for competition to begin. All agreed to support public health’s professional opinion regarding the metric. Along with the 4.0% metric, Superintendents recognized that each district had their own unique circumstances, and it would be important to allow for local decision-making as well, so public health chose to include that in their recommendations and press releases.

Specific circumstances for General Brown include:

- We’ve had a significant increase in positivity and quarantine rates between January and February. As included in my report to the Board, between January and February the District’s positivity rate went from a total of 15 cases, (10 students/5 staff), to 47 positive cases, (27 students/20 staff), so we more than tripled our District’s positivity rate in one month.
- Along with this, there was significant increase in our quarantine cases and cases in isolation because of our positivity.
- We do not return to the hybrid model of learning until February 22, 2021.
- We do not know what our positivity, isolation, and quarantine numbers will be until after we return to school.
- Yesterday had me very concerned that people may be gathering for the Super Bowl. I am also concerned that people may be gathering and traveling during February break, which could lead to a very similar situation that we experienced after the holidays.
- Winter sports are held indoors, which is another level of concern and increases the risk of transmission.

Having said that, the use of the 4.0% metric was set by Jefferson County Public Health to minimize the risk of transmission. My decision to wait until we reached 4.0% was based on the same rationale, which was health and safety.

However, after having lots of conversations and listening to students and parents I do feel comfortable that in looking at our 14-day positivity rate, and continuing to see a decline, which is at 6.7% today, as long we don't see significant increases in the District and our quarantine and positivity rates remain controlled, I am comfortable agreeing that athletics could start with cohort practices on February 22.

Team A students would practice on Monday and Tuesday. Team B students would practice on Thursday and Friday, and Remote-Only students would practice on Wednesday and Saturday. If the county's 14-day positivity rate continues to decline and the District's positivity, isolation, and quarantine rates do not increase during that week, I will allow full-team athletic practices to resume on Monday, March 1, 2021, for winter sports only. If there are no remote-only students on the team, full-team practices may start on Saturday, February 27, 2021.

Recognizing that this is not exactly what coaches would want, and not exactly what students would want, I heard from our students loud and clear that they want the opportunity to participate. This felt like very safe, common ground as long as our numbers continue to decline and we don't see increases, it felt like a very good compromise that recognizes their desperate need and want to get back to activities, and my concern about increased positivity rates and transmission here in District.

I was also asked to predict what the percentage would be for outdoor sports, and I don't have that number. We have not discussed that with public health at all; that was not a part of any of the conversations we've had to date. We were primarily focusing on winter sports only. We do know that now we need to begin to have those conversations as far as what is feasible for fall-2 sports as well as spring sports. I can tell you that getting outside with spring sports we have more confidence that it will be a much safer situation because they are outside versus being in the gym and in a closed facility.

- I wanted to add that I have asked Laurie Nohle and Karen Denny to begin having conversations with advisors for all extra-curricular activities, and this will certainly play a part at the elementary schools as well, but there are a lot more activities here at the junior-senior high school. I would like them to speak with all advisors and make sure they feel safe in having some type of club or group gathering. We certainly still have to abide by the social / physical distancing that must take place. We have to ensure enough space. For example, if it's a singing group they must be 12 feet apart instead of 6 feet apart. So what can we do either remotely, virtually, in-house or in-person that still abides by all of those guidelines, but allows us to have those extra-curricular activities? Those conversations are taking place, however we don't have definitives yet, but we are moving forward. Specifically, Odyssey of the Mind will not begin until next fall as it is a formal program involving competitions. There are activities at the elementary schools that are being looked at.
- With a question from a Board member regarding the science fair and having it outside....we can't answer that now as we don't know what our requirements will be for large group gatherings. I have charged a couple of teachers that have organized it in the past to look at virtual events or look at out-of-the-box events. We have to be very cautious with large group gatherings because they have not yet been approved. We are looking at ideas but can't give details. When information becomes available it will certainly be shared with families and the Board.
- Mrs. Case shared that we were required to complete a Communicable Disease - Pandemic Plan prior to April 1. This will eventually be incorporated into our District Safety Plan. The Plan has been posted on the website for public review and comment. There will be a Public Hearing on the plan at the March 8th meeting, where the Board will also be asked to adopt the Plan.
- Mrs. Case also highlighted from her Board Report that the Transportation Department was able to look at transportation for the BOCES ACES program as well as Career Tech Ed students. Laurie Nohle and Karen Denny called each and every student to find out if they needed transportation. Those students needing transportation were provided with it. That was an amazing feat and it was a lot of work from our Transportation Department. Many kudos to Gary Grimm and Jason Valentin. Also, thank you to our Bus Drivers who took on new routes to accommodate this service to our students. A big shout-out to the Transportation Department for the fantastic job!
- Mrs. Case shared that the Inclusion Steering Committee met last week and it was exciting to get this group back together.

They talked about positives, things that are going very well, as well as challenges related to our inclusion efforts in the District. There were very early grading discussions and we will continue these conversations in an on-going initiative which will include our building EAP committees. These groups have parent representation as well.

- Mrs. Case was asked to share what efforts have been used by administration to re-engage students who have been all-remote, or have had to go remote. We have been making phone calls; at the JSHS there have been specific staff members that have been assigned to call students that have been disengaged; pupil personnel services are meeting with teachers who are reporting out about students they are concerned about; multiple home visits have been made with the social worker, nurses, and principals who are actively involved in this process. Teachers are sharing what is working better with engagement since going remote.

I. CORRESPONDENCE & UPCOMING EVENTS

20. Correspondence Log

J. ITEMS FOR NEXT MEETING

21. **March 8, 2021** – Regular meeting to begin at 5:30 p.m.

- Public Hearing / Approval of the *General Brown CSD Communicable Disease – Pandemic Plan*

K. PROPOSED EXECUTIVE SESSION

22. **A motion is requested to enter executive session** for discussion of the performance history of a particular individual. Motion for approval by Scott Lytle, seconded by Natalie Hurley, with motion approved 7-0. Time entered 6:12 p.m.

- Mrs. Bennett was excused from the meeting at 6:12 p.m. The following motions were provided by President Milkowich.

RETURN TO OPEN SESSION

23. **A motion is requested to adjourn the executive session** and reconvene the regular meeting.

Motion for approval by Tiffany Orcesi, seconded by Sandra Klindt, with motion approved 7-0. Time adjourned 6:48 p.m.

MOTION FOR ADJOURNMENT

24. **There being no further business or discussion**, a motion is requested adjourn the regular meeting.

Motion for approval by Scott Lytle, seconded by Tiffany Orcesi, with motion approved 7-0. Meeting adjourned 6:49 p.m.

Respectfully submitted:

Debra L. Bennett, District Clerk

- Supporting documents may be found in supplemental file dated February 8, 2021