



July 8, 2019  
Regular Meeting of the ESM Board of Education  
Immediately Following the Annual Organizational Meeting  
Central High School Library

III-A-4106  
07/24/2019

## REGULAR MEETING

**Board of Education Present:** Mrs. Lori Aird, Mr. John Albanese, Mrs. Susan Cain, Mrs. Tracy Callahan, Mrs. Leah Cushing, Mrs. Kay Gallery, Mrs. Deborah Kolod, Mrs. Diane Seaman, Mr. D. Paul Waltz.

**Board of Education Absent:**

**Administrative Personnel Present:** Dr. Donna DeSiato, Supt.; Dr. Thomas Neveldine, Deputy Supt.; Mrs. Katherine Skahen, Exec. Dir. of School Bus. Admin./Clerk; Mrs. Rebecca Streib, Executive Director of Employee Engagement & Accountability; Mr. Kieran O'Connor, Exec. Dir. of Planning, Development & Technology; Mr. N. Shane Hacker, Exec. Dir. of Curriculum, Learning & Assessment.

**Other Present:** Ms. Amanda Graham-Quirk, District Treasurer; Mrs. Tracy Lothridge, Deputy Clerk/Treasurer.

**Interested Citizens:** 0

MRS. DEBORAH KOLOD, PRESIDENT, CALLED THE REGULAR MEETING TO ORDER AT 6:20 PM AT CENTRAL HIGH SCHOOL.

### **SPECIAL PRESENTATIONS/RECOGNITIONS:**

A. External Audit Review- Tricia Lucas presented

**FIFTEEN MINUTE PERIOD:** no one spoke

### **REPORTS:**

A. Acceptance of Minutes: None

B. President/Vice President/Board Member Reports:

ESM Class of 2019 Graduation

Board of Education Retreat - August 5, 2019 @ 6pm, King+King Architects

Summer Graduation - ESM Class of 2019 Students , August 14, 2019 @ 6pm, CHS Auditorium

C. Superintendent Reports:

ESM Strategic Plan Update

- New Course Proposals

- Math Credit Recommendation for Computer Programming I & II

Dignity Act Coordinator Recommendation

Lead Evaluator Certification for Administrators

2019-2020 Board of Education Meeting Dates

2019-2020 Organizational Chart

ESM District-Wide School Safety Plan

ESM Professional Learning Plan

Leave of Absence (FYI): Catherine Burke, Elementary Teacher (Grade 1) - Fremont Elementary  
Eff. 9/3/2019 - 1/24 2020

Staffing Transfers (FYI):

Name	From	To	Eff.
Dion Labatos	Elementary Mathematics, STEM @ ESE .5FTE/Fremont .5FTE	Elementary Mathematics, STEM @ ESE .5FTE/Woodland .5FTE	9/3/2019
Lauren Bowers	Teaching Assistant (Special Edu.) @ Fremont	Teaching Assistant (Special Edu.) @ ESE	9/3/2019

“RESOLVED BY MRS. CUSHING, SECONDED BY MRS. AIRD THAT, the Reports A – C as recommended by the Superintendent be approved.”

Ayes – 9, Nays – 0, Motion Carried

**ACTION ITEMS:**

A. Dignity Act Coordinators Recommendations

“RESOLVED THAT, the Board of Education appoint the following personnel as Dignity Act Coordinators for the 2019-2020 school year:”

Grenardo Avellino, Executive Principal - Central High School  
Douglas Mohorter, Principal - Pine Grove Middle School  
Gary Gerst, Principal - Minoa Elementary  
Gina Terzini, Principal - Woodland Elementary  
Kelsey DeLany, Principal - Fremont Elementary  
Ronald Perry, Principal - East Syracuse Elementary  
Pamela Buddendeck, Principal - Park Hill School  
Cheryl West, District-wide Coordinator

“RESOLVED BY MRS. CAIN, SECONDED BY MRS. CALLAHAN THAT, Action Item A, as recommended by the Superintendent, be approved.”

Ayes –9, Nays – 0, Motion Carried

B. Lead Evaluator (Principals/Teachers) Certification for Administrators

“BE IT RESOLVED THAT, **Donna DeSiato; Thomas Neveldine; Shane Hacker and Rebecca Streib** are hereby certified as a Qualified Lead Evaluators of **classroom teachers and building principals** having successfully completed the following training requirements prescribed in 8 NYCRR §30-2.9 (b):

- (1) The New York State Teaching Standards, their related elements and Performance Indicators and the Leadership Standards, and their related functions, as applicable;
- (2) Evidence-based observation techniques that are grounded in research;
- (3) Application and use of the student growth percentile model and the value-added growth model as defined in 8 NYCRR §30-2.2;

- (4) Application and use of the State-approved rubrics selected by the East Syracuse Minoa CSD for use in the evaluation of **classroom teachers and building principals**, including training on the effective application of such rubric to observe a **classroom teacher's or building principal's** practice;
- (5) Application and use of the assessment tools that the East Syracuse Minoa CSD utilizes to evaluate its:
  - (a) **classroom teachers**, including, but not limited to multiple classroom observations and structured reviews of lesson plans and/or student work; and
  - (b) **building principals**, including, but not limited to broad assessment of principal leadership and management skills;
- (6) Application and use of the State-approved locally selected measures of student achievement used by the East Syracuse Minoa CSD to evaluate its **classroom teachers and principals**;
- (7) The scoring methodology utilized by the Department and the East Syracuse Minoa CSD to evaluate **classroom teacher or building principal** under 8 NYCRR §30-2, including:
  - (a) how scores are generated for each subcomponent and the composite effectiveness score of **classroom teachers and building principals**, and
  - (b) application and use of the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the overall rating of **classroom teachers or building principals** and their subcomponent ratings; and
- (8) Specific considerations in evaluating **classroom teachers or building principals** of English language learners and students with disabilities.”

Training on the use of the Statewide Instructional Reporting System, also required by 8 NYCRR §30-2.9 (b), will be provided once the NYS Education Department makes available the information required for such training.

This certification has been issued in accordance with the process for certifying lead evaluators described in the East Syracuse Minoa CSD annual professional performance review plan.

#### Lead Evaluator (Teachers) Certification for Administrators

“BE IT RESOLVED THAT, **Kieran O'Connor; Grenardo Avellino; Naomi Trivison; Tokinma Killins; Krystal Ward; Douglas Mohorter; Ashleigh Wilson; Shelly LaMarche; Ron Perry; Kelsey DeLany; Gary Gerst; Gina Terzini; Pamela Buddendeck; Michael Clonan; Randi Ludwig; Cheryl West; Kathleen Colucci; Meghan Thomas; Michele Gipe and Adam Shatraw** are all hereby certified as Qualified Lead Evaluators of **classroom teachers** having successfully completed the following training requirements prescribed in 8 NYCRR §30-2.9 (b):

- (1) The New York State Teaching Standards, their related elements and performance Indicators and the Leadership Standards, and their related functions, as applicable;
- (2) Evidence-based observation techniques that are grounded in research;
- (3) Application and use of the student growth percentile model and the value-added growth model as defined in 8 NYCRR §30-2.2;
- (4) Application and use of the State-approved teacher rubrics selected by the East Syracuse Minoa CSD for use in the evaluation of **classroom teachers**, including training on the effective application of such rubric to observe a **classroom teacher's** practice;
- (5) Application and use of the assessment tools that the East Syracuse Minoa CSD utilizes to

- evaluate its **classroom teachers**, including, but not limited to multiple classroom observations and structured reviews of lesson plans and/or student work;
- (6) Application and use of the State-approved locally selected measures of student achievement used by the East Syracuse Minoa CSD to evaluate its **classroom teachers**;
  - (7) The scoring methodology utilized by the Department and the East Syracuse Minoa CSD to evaluate a **classroom teacher** under 8 NYCRR §30-2, including:
    - (a) how scores are generated for each subcomponent and the composite effectiveness score of **classroom teachers**, and
    - (b) application and use of the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the overall rating of **classroom teachers** and their subcomponent ratings; and
  - (8) Specific considerations in evaluating **classroom teachers** of English language learners and students with disabilities.”

Training on the use of the Statewide Instructional Reporting System, also required by 8 NYCRR §30-2.9 (b), will be provided once the NYS Education Department makes available the information required for such training.

This certification has been issued in accordance with the process for certifying lead evaluators described in the East Syracuse Minoa CSD annual professional performance review plan.

“RESOLVED BY MRS. AIRD, SECONDED BY MRS. CAIN, THAT, Action Item B, as recommended by the Superintendent, be approved.”

Ayes –9, Nays – 0, Motion Carried

C. ESM District-Wide School Safety Plan 2019-2020

“RESOLVED THAT, the ESM District-Wide School Safety Plan 2019-2020, as recommended by the Superintendent, be approved.”

“RESOLVED BY MRS. GALLERY, SECONDED BY MRS. CUSHING, THAT, Action Item C, as recommended by the Superintendent, be approved.”

Ayes –9, Nays – 0, Motion Carried

D. ESM Professional Learning Plan (PLP) Team Appointments

“**RESOLVED THAT**, the Board of Education appoint the following individuals to the ESM Professional Learning Plan (ELP) Team for the 2019-2020 school year:

Shane Hacker, Executive Director of Curriculum, Learning and Assessment; Michele Gipe, Director of Teaching and Learning; Christa Andrus, Instructional Specialist for Math and STEM, PK-12, parent; Pamela Herrington, Instructional Specialist for Science and STEM, PK-12, parent; Elizsbeth Crump, Instructional Specialist for ELA PK-5; Gina Gabriel, Mentoring Coordinator, Instructional Specialist for ELA and Literacy in Content Areas, 6-12; Mike Clonan, Director of Athletics, Physical Education and Health; Cheryl West, Coordinator for Youth Development; Meghan Thomas, Associate Director for Special

Education; Grenardo Avellino, Central High School Executive Principal; Randi Ludwig, Coordinator for College and Career; Adam Shatraw, Coordinator for Spartan Academy; Matt Cincotta, High School Art Teacher and K-12 Department Chair; Pam Buddendeck, Park Hill School Principal; Ron Perry, East Syracuse Elementary Principal; Gina Terzini, Principal, Woodland Elementary School; Cindy Todd, Minoa Elementary School Teacher and ESMUT President; Katie Burke, Fremont Elementary Teacher and Parent; Eileen Christopher, Woodland Elementary School Teacher; Doug Mohorter, Pine Grove Middle School Principal; Theresa Hunter, Middle School Teacher; Yvette Hinman, Minoa Elementary School Teaching Assistant and ESM TAA President; Tammy Hughes, Parent, Pine Grove Middle School Teaching Assistant; Kieran O'Connor, Executive Director of Planning, Development and Technology; Tim Patterson, Technology Integration Specialist, CNYRIC; Tom Sweeney, Technology Integration Teacher PK-12; Rebecca Wenner, Technology Integration Teacher PK-12; Dr. Joseph Shedd, Associate Professor, Syracuse University.”

“RESOLVED BY MRS. CUSHING, SECONDED BY MRS. AIRD, THAT, Action Item D, as recommended by the Superintendent, be approved.”

Ayes –9, Nays – 0, Motion Carried

**CONSENT AGENDA:**

Treasurer's Report (May-19)  
Extra Classroom Activity Fund Reports CHS/PGMS (May-19)  
Appropriation Status Report (May-19)  
Budget Transfers (July-18)  
Budget Transfers (May-19)  
Accounts Payable Reports #46, #48  
Payroll Warrant Reports #45, #47  
2019-2020 Board Meeting Dates  
2019-2020 Initial AS-7 OCM BOCES Contract  
Combined Sports Teams  
New Course Recommendations  
Math Credit Recommendation for Computer Programming I & II  
Surplus Equipment - CHS Science Department  
Surplus Library Books - CHS  
Study Excursion/Non-Curricular Field Trip Request  
Textbook Adoption

“RESOLVED BY MR. ALBANESE, SECONDED BY MRS. AIRD, THAT, the Consent Agenda, as recommended by the Superintendent, be approved.”

Ayes –9, Nays – 0, Motion Carried

**PERSONNEL ITEMS:**

A. Resignations

Virginia Labatos, 2019-2020 Theatre Productions Advisor - Woodland Elementary  
Amber-Leigh Moziak, School Bus Attendant - Transportation Department, Eff. 7/5/2019  
Frank Thomas, 2019 Summer Student Worker - Buildings & Grounds

B. Retirement

Rebecca Streib, Executive Director of Employee Engagement and Accountability, Eff. 1/4/2020

C. Appointments

Instructional, Three-Year Probationary Appointment

“BE IT RESOLVED THAT, the Board of Education for the East Syracuse Minoa Central School District hereby appoints the following probationary employee(s):

Annamarie Gregory, Music Teacher - Woodland Elementary, Eff. 9/3/2019-9/2/2022

The probationary period expiration date will depend on the individual’s APPR ratings. To receive tenure, the individual must receive an overall APPR rating of effective or highly effective in at least two (2) of the three (3) preceding years. Probationary employees who receive an ineffective APPR rating in their final year of probation will not be eligible for tenure at that time.”

Instructional, Four-Year Probationary Appointments

“BE IT RESOLVED THAT, the Board of Education for the East Syracuse Minoa Central School District hereby appoints the following probationary employee(s):

Michelle Crook, Teaching Assistant (Special Education) - CHS, Eff. 9/3/2019-9/2/2023  
John Hamilton, Teaching Assistant (Special Education) - Fremont, Eff. 9/3/2019-9/2/2023  
Jason Myers, Teaching Assistant (Special Education) - Minoa, Eff. 9/3/2019-11/20/2022 (J.C.)  
Stephanie Plumb, Teaching Assistant (Special Education) - Minoa, Eff. 9/3/2019-9/2/2023

The probationary period expiration date will depend on the individual’s APPR ratings. To receive tenure, the individual must receive an overall APPR rating of effective or highly effective in at least three (3) of the four (4) preceding years. Probationary employees who receive an ineffective APPR rating in their final year of probation will not be eligible for tenure at that time.”

Instructional, Annual Appointments

Andrea Tanner, Permanent Itinerant Substitute - PGMS, Eff. 9/5/2019-6/30/2020  
Charles Civiletto, Permanent Itinerant Substitute - PGMS, Eff. 9/5/2019-6/30/2020

Instructional, Regular Substitute Appointment

Madison Bates, Elementary Teacher (Grade 1) - Fremont Elementary, Eff. 9/3/2019-1/24/2020

**Amended Instructional, Regular Substitute Appointment**

Christopher Buczek, Latin Teacher - CHS (.6FTE)/PGMS (.4FTE), Eff. 9/3/2019-**6/30/2020**

Non-Instructional, 52-Week Probationary Appointment

Suzanne Scofield, School Bus Driver - Transportation Department, Eff. 9/5/2019

2019 Central High School Summer School Appointment

Jean (Shirley) Capocéfalo, Building Aide

2019 Pine Grove Middle School Spartan Summer Camp Appointment

Lisa Gelatt, Teaching Assistant

2019 Summer Feeding Program Appointments

Carol Para, Teacher Aide, Eff. 7/8/19 - 8/14/19 (10:45am-12:45pm)

\*Antoinette Coville, Teacher Aide, Eff. 7/8/19 - 8/14/19 (10:45am-12:45pm)

\*As Needed

2019 Summer Student Worker Appointment

Conner Rosso - Buildings & Grounds

2019-2020 Pine Grove Middle School Department Leader & Extra Duty Appointments

Drama Club Advisor	Virginia Labatos
PG Musical Director/Producer	Virginia Labatos

2019 Fall Coaching Appointments

<b>Sports</b>	<b>Position</b>	<b>Coach</b>
Athletic Trainer	Asst. Trainer	Houck, Paul A.
Cheerleading, F'ball	Head Coach	Planty, Nicole
Cross Country	Head Coach	Herrington, Pamela J.
Cross Country	Asst. Coach-V	Gigliotti, Joseph
Cross Country	Asst. Coach-MOD	Herrington, John
Cross Country	Asst. Coach-MOD	Zodbylak, Carrie
Field Hockey (G)	Head Coach	Harris, Kathryn A.
Field Hockey (G)	Asst. Coach-V	Meola, Lucia
Field Hockey (G)	Asst. Coach-JV	<b>OPEN</b>
Field Hockey (G)	Asst. Coach-MOD	Neuhaus Lindner, Lindsey
Football	Head Coach	DeParde, Kevin R.
Football	Asst. Coach	Eschbacher, Michael J.
Football	Asst. Coach	Parker, Craig
Football	Asst. Coach	Anderson, Joshua
Football	Asst. Coach	Graham, Stephen R.
Football	Asst. Coach	Smith, James T.
Football	Asst. Coach	Twichell, Matthew
Football	Asst. Coach	Commisso, Nicholas
Football	Asst. Coach	<b>OPEN</b>

Football	Asst. Coach	<b>OPEN</b>
Golf-Boys	Head Coach	Ferris, Michael N.
Golf-Boys	Asst. Coach	Trivelpiece, Mark W.
Gymnastics-B/G	Head Coach	Suddaby, Wayne A.
Gymnastics-B/G	Asst. Coach	<b>OPEN</b>
Soccer-boys	Head Coach	Carr, Mark
Soccer-boys	Asst. Coach-V	Neff, Kevin A.
Soccer-boys	Asst. Coach-JV	Fekos, Dimitrios
Soccer-boys	Asst. Coach-MOD	Bachta, Todd
Soccer-boys	Asst. Coach-MOD	Carr, Paul
Soccer-girls	Head Coach	Vollmer, Jaime M.
Soccer-girls	Asst. Coach-V	Halligan, Kimberly E.
Soccer-girls	Asst. Coach-JV	Vinette, Mark
Soccer-girls	Asst. Coach-MOD	deBerjeois, Michael P.
Soccer-girls	Asst. Coach-MOD	Bright, Kendall
Tennis-girls	Head Coach	Underwood, Jay R.
Tennis-girls	Asst. Coach-JV	Felicia, Denise L.
Weight Training-HS (AM)	Coach	Eschbacher, Michael J.
Weight Training-HS (PM)	Coach	Galuski, Gregory

Marching Band Appointments for 2019-2020 School Year

Marching & Maneuvering Caption Head	Joseph Wormworth
Marching & Maneuvering Tech	Gregory Mizak
Marching & Maneuvering Tech	<b>OPEN</b>
Marching & Maneuvering Tech	<b>OPEN</b>
Music Caption Head & Brass Tech	<b>OPEN</b>
Music Tech (Woodwinds)	Bryan Dunlap
Percussion Coordinator	Sean Combes
Percussion Battery Coordinator	Thomas Revere
Percussion Battery Tech	Noel Bottoms
Percussion Front Ensemble Coordinator	Irene Fiesinger
Color Guard Caption Head	Marcie DeRito
Color Guard Tech	Jennifer Dormio
Color Guard Tech	<b>OPEN</b>



Color Guard Tech	<b>OPEN</b>
Sound Tech	Thomas James

D. Amended Substitute List

“RESOLVED THAT, the enclosed amended substitute list dated 07/08/2019, be approved.”

“RESOLVED BY MRS. CAIN, SECONDED BY MRS. CALLAHAN THAT, Personnel Items A- D, as recommended by the Superintendent, be approved.”

Ayes –9, Nays – 0, Motion Carried

**POLICY DISCUSSION:** None

**POLICY ACTION:** None

“RESOLVED BY MRS. CUSHING, SECONDED BY MRS. CAIN THAT, THE REGULAR MEETING BE ADJOURNED AT 7:09 PM”

Ayes - 9, Nays - 0, Motion Carried

Respectfully submitted,

Katherine Skahen  
District Clerk

Approved \_\_\_\_\_  
Filed \_\_\_\_\_



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**AGENDA**

**I. SPECIAL PRESENTATIONS/RECOGNITIONS:**

- A. External Audit Review

**II. FIFTEEN MINUTE PERIOD:**

**III. REPORTS:**

- A. Acceptance of Minutes: None
- B. President/Vice President/Board Member Reports:  
ESM Class of 2019 Graduation  
Board of Education Retreat  
Summer Graduation - ESM Class of 2019 Students
- C. Superintendent Reports:  
ESM Strategic Plan Update
  - New Course Proposals
  - Math Credit Recommendation for Computer Programming I & IIDignity Act Coordinator Recommendation  
Lead Evaluator Certification for Administrators  
2019-2020 Board of Education Meeting Dates  
2019-2020 Organizational Chart  
ESM District-Wide School Safety Plan  
ESM Professional Learning Plan  
Leave of Absence (FYI)  
Staffing Transfers (FYI)

**IV. ACTION ITEMS:**

- A. Dignity Act Coordinator Recommendations  
B. Lead Evaluator Certification for Administrators  
C. ESM District-Wide School Safety Plan 2019-2020  
D. ESM Professional Learning Plan (PLP) Team Recommendations

**CONSENT AGENDA:**

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Combined Sports Teams  
New Course Recommendations  
Math Credit Recommendation for Computer Programming I & II  
Surplus Equipment - CHS Science Department  
Surplus Library Books - CHS  
Study Excursion/Non-Curricular Field Trip Request  
Textbook Adoption

**V. PERSONNEL ITEMS:**

- A. Resignations
- B. Retirement
- C. Appointments
- D. Amended Substitute List

**VI. POLICY DISCUSSION:** None

**VII. POLICY ACTION:** None