



October 9, 2025 ~ 6:30pm  
Regular Meeting of the ESM Board of Education  
Central High School Library Media Center

II-A-4981  
11/17/2025

## REGULAR MEETING

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

**Board of Education Absent:** Mrs. Diana Abdella

**Administrative Personnel Present:** Dr. Donna DeSiato, Supt.; Mr. Grenardo Avellino, Deputy Supt.; Mrs. Pamela Buddendeck, Executive Director of Employee Engagement & Accountability/Deputy Clerk; Mr. Kieran O'Connor, Exec. Dir. of Planning, Development & Technology; Mr. N. Shane Hacker, Exec. Dir. of Curriculum, Learning & Assessment.

**Other Present:** Mr. Michael Rood, Assistant School Business Administrator; Ava Meyer, Ex Officio/Student Board Member.

**Interested Citizens:** 3

MR. D. PAUL WALTZ, PRESIDENT, CALLED THE REGULAR MEETING TO ORDER AT 6:30PM AT ESM CENTRAL HIGH SCHOOL.

## PLEDGE OF ALLEGIANCE

## SPECIAL PRESENTATIONS/RECOGNITIONS:

A. School Board Recognition Week

## REPORTS:

### A. Acceptance of Minutes

September 5, 2025 Special Meeting

September 15, 2025 Audit Committee Meeting

September 15, 2025 Regular Meeting

### B. President/Vice President/Board Member Reports

NYSSBA Annual Business Meeting Resolutions

NYSSBA Educational Convention & Expo: October 23-25, 2025

Board of Education Retreat: November 3, 2025, 5:30pm

C. Superintendent Reports

Spartan Branch 20th Anniversary: October 15, 2025

Key Communicators Dinner Meeting: October 16, 2025

2025-2026 ESM Professional Learning Plan (PLP)

2026-2027 DRAFT Budget Calendar

2024-2025 Extraclassroom Audit Corrective Action Plan

Building Our Spartan Future II

Staffing Transfers (FYI)

| Name            | Position         | From                | To            | Eff. Date  |
|-----------------|------------------|---------------------|---------------|------------|
| Kimberly Lowe   | Speech Therapist | Woodland            | District wide | 10/10/2025 |
| Patricia Lee    | Speech Therapist | East Syracuse Elem. | District wide | 10/10/2025 |
| Alexandra Brown | Speech Therapist | Minoa Elem.         | District wide | 10/10/2025 |
| Kelsey Spradlin | Speech Therapist | Central High School | District wide | 10/10/2025 |
| Emily Phalon    | Speech Therapist | Minoa Elem.         | District wide | 10/10/2025 |

“RESOLVED THAT, the Reports A – C, as recommended by the Superintendent be approved.”

Moved by MRS. CAIN

Ayes - 8      Nays - 0

Seconded by MRS. CALLAHAN

Motion **Carried**

**FIFTEEN MINUTE PERIOD:** District Resident, C. Tackman spoke about milestones.

**ACTION ITEMS:**

A. 2025-2026 ESM Professional Learning Plan (PLP)

“RESOLVED THAT, the 2025-2026 ESM Professional Learning Plan (PLP), as recommended by the Superintendent, be approved.”

Moved by MRS. CALLAHAN

Ayes - 8      Nays - 0

Seconded by MRS. KOLOD

Motion **Carried**

B. 2024-2025 Extraclassroom Audit Corrective Action Plan

“RESOLVED THAT, the Board of Education of East Syracuse Minoa Central School District approves the District’s Extra Classroom Audit Corrective Action Plan for the year ending June 30, 2025, as recommended by the Superintendent.”

Moved by MRS. GALLERY

Ayes - 8      Nays - 0

Seconded by MR. ALBANESE

Motion **Carried**

C. School Designation Payment

“RESOLVED THAT, the real property tax revenue in the amount of \$4,588.77 collected from Jay Bradley Thomas and Christine E. Thomas for property located at 5828 Pierson Road, in the Town of Manlius, shall be remitted to the Fayetteville-Manlius School District, pursuant to Education Law §3203, as recommended by the Superintendent.”

Moved by MRS. CUSHING

Ayes - 8      Nays - 0

Seconded by MRS. GALLERY

Motion **Carried**

D. Lead Evaluator (of Teachers) Certification for Administrators

“BE IT RESOLVED THAT, **Nicole Petranchuk, Douglas Mohorter, Mary Schiltz, Linda Law, Ronald Perry, Daphne Valentine, Cheryl West, Valerie DiFlorio, Paula Kopp** is hereby certified as Qualified Lead Evaluator 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.”

Moved by MRS. GALLERY  
Ayes - 8      Nays - 0

Seconded by MRS. CUSHING  
Motion **Carried**

E. Building Our Spartan Future II - Capital Project Proposition

“WHEREAS, the East Syracuse Minoa Central School District is a local agency pursuant to the New York State Environmental Quality Review Act (“SEQRA”), ECL Section 8-0101, et seq., and implementing regulations, 6 NYCRR Part 617 (the “Regulations”); and

WHEREAS, the District is considering undertaking a District wide project consisting of the construction and reconstruction of improvements to mechanical, electrical, and plumbing systems at the Central High School, Pine Grove Middle School, East Syracuse Elementary School, Fremont Elementary School, Minoa Elementary School, Woodland Elementary School and Park Hill School; exterior and interior building improvements, chiller plant replacement, and site improvements, including, but not limited to parking lot reconstruction with drainage improvements at the Central High School; and the reconstruction of tennis courts at Pine Grove Middle School, all including site work, original furnishings, fixtures and equipment, architectural fees, and all other costs incidental to such work (the “Project”); and

WHEREAS, the District's Board has reviewed the scope of the Project with its architects and received and considered the advice of its architects with respect to the potential for environmental impacts resulting from the proposed action; and

WHEREAS, the Board has reviewed the Project with respect to the criteria set forth in 6 NYCRR Part 617.5(c) and determined by resolution adopted September 15, 2025 that the Project is a Type II Action under SEQRA which requires no further SEQRA review."

"NOW THEREFORE, BE IT RESOLVED by this Board of Education as follows:

- Section 1. A Special Meeting of the qualified voters of the District will be held in the East Syracuse Minoa Central School District Central High School small gym, 6400 Fremont Road, East Syracuse, New York 13057 on December 17, 2025 from 12:00 P.M. to 9:00 P.M. prevailing time, for the purpose of voting on the proposition described in the Notice of Special. District Meeting hereinafter set forth.
- Section 2. The business to be acted upon at said Special District Meeting shall be as stated in the Notice thereof, and the District Clerk is hereby authorized and directed to cause the Notice of said Special District Meeting to be published in the Post Standard, a newspaper having a general circulation within the District, such publications to be made four (4) times each in such newspaper within the seven (7) weeks next preceding such Special District Meeting, the first publication to be at least forty-five (45) days prior to the date of said Special District Meeting.
- Section 3. Said Special District Meeting shall be called by giving the following notice thereof:  
"THE BOARD OF EDUCATION OF THE EAST SYRACUSE MINOA CENTRAL SCHOOL DISTRICT HEREBY GIVES NOTICE that pursuant to a Resolution adopted by the Board of Education of the District on October 9, 2025, a special meeting of the qualified voters of said East Syracuse Minoa Central School District in the Counties of Onondaga and Madison, State of New York, will be held in the Central High School small gym, 6400 Fremont Road, East Syracuse, New York 13057 on December 17, 2025 from 12:00 P.M. to 9:00 P.M. prevailing time, for the purpose of voting upon the following proposition:

PROPOSITION

"Shall the Board of Education undertake a District wide project consisting of the construction and reconstruction of improvements to mechanical, electrical, and plumbing systems at the Central High School, Pine Grove Middle School, East Syracuse Elementary School, Fremont Elementary School, Minoa Elementary School, Woodland Elementary School and Park Hill School; exterior and interior building improvements, chiller plant replacement, and site improvements including parking lot reconstruction with drainage improvements at the Central High School; and the reconstruction of tennis courts at Pine Grove Middle School, all including site work, original furnishings, fixtures and equipment, architectural fees, and all other costs incidental to such work (the "Project") at a total estimated cost not to exceed \$49,650,000 and obtain the necessary funds by using up to \$3,121,690 from the 2017 Capital Reserve Fund, and \$9,309,290 from the 2024 Capital Reserve Fund and, for the balance, the levy of a tax in the amount of \$37,219,020 upon the taxable property of the District to be collected in annual installments in the years and in the amounts as the Board of Education shall determine and in anticipation of such tax bonds and notes of the District are hereby authorized to be issued at one time, or from time to time, in the principal amount not to exceed \$37,219,020, and a tax is hereby voted to pay the interest on said obligations when due."

“NOTICE IS GIVEN that voting upon the foregoing Proposition will be by paper ballot or voting machine and will take place in the Central High School small gym, 6400 Fremont Road, East Syracuse, New York 13057 on December 17, 2025 from 12:00 P.M. to 9:00 P.M. prevailing time.”

“NOTICE IS FURTHER GIVEN that qualified voters may obtain applications for an absentee ballot or early voting ballot from the office of the Clerk of the District. Completed applications for an absentee ballot or early voting ballot must be received by the District Clerk of the District no later than 4:00 P.M. prevailing time, on December 16, 2025 and must be received no later than 4:00 P.M. prevailing time, on December 10, 2025 if the absentee ballot or early voting ballot to be mailed to the voter. Completed applications received after 4:00 P.M. on December 10, 2025, will require the voter to personally appear at the Office of the Clerk of the District to receive an absentee ballot or early voting ballot. A listing of all persons to whom an absentee ballot or early voting ballot is issued will be available for inspection by any qualified voter in the Office of the Clerk of the District between the hours of 8:00 A.M. and 5:00 P.M. during each of the five (5) business days prior to the election.”

“NOTICE IS FURTHER GIVEN that military ballots may be applied for by qualified voters by requesting an application from the District Clerk at (315) 434-3004 or [kskahen@esmschools.org](mailto:kskahen@esmschools.org). Completed applications for military ballots must be received by the District Clerk no later than 4:00 P.M. on November 20, 2025. In a request for a military ballot application or ballot, the military voter may indicate their preference for receiving the application or ballot by mail, facsimile transmission or electronic mail.”

Section 4. The vote upon the proposition to be submitted to qualified voters shall be by ballot on voting machines and the District Clerk is hereby authorized and directed to have the necessary ballot labels printed in form corresponding as nearly as may be with the requirements of the Education Law.

Section 5. The Clerk of the District is hereby authorized and directed in the name of and on behalf of the District to do all acts and things necessary, following the advice and counsel of the District’s Attorney and the District’s Bond Counsel, to comply with all applicable laws, regulations and executive orders relating to the Special Meeting to be held on December 17, 2025, and to do all other acts as may be necessary, or in the opinion of the District’s Attorney and the District’s Bond Counsel, desirable or proper to effectuate the purposes of the foregoing Resolution and to cause compliance by the District with all applicable laws, regulations and executive orders relating to the notice of, and procedural steps to be taken in connection with such Special Meeting.

Section 6. This Resolution shall take effect immediately.”

Moved by MRS. KOLOD  
Ayes - 8      Nays - 0

Seconded by MRS. CALLAHAN  
Motion **Carried**

**CONSENT AGENDA:**

Treasurer’s Report (Aug-25)

Extra Classroom Activity Fund Reports CHS/PGMS (Aug-25)

Appropriation Status Report (Aug-25)

Budget Transfers (June-25 “Post Audit”)

Budget Transfers (Aug-25)

Revenue Status Report (Aug-25)

Accounts Payable Warrant Reports #5, #7, #9  
Payroll Warrant Reports #6, #8 [No Report], #10  
CSE/CPSE Reports  
Donations

“RESOLVED by MRS. CALLAHAN, Seconded by MRS. CUSHING that the Consent Agenda, as recommended by the Superintendent, be approved.”

Ayes - 8          Nays - 0          Motion **Carried**

## PERSONNEL ITEMS:

### A. Resignations

Deborah DeLorenzo, Teacher Aide (Office) - East Syracuse Elementary, Eff. 10/4/2025  
~~Melissa Durantini, School Bus Driver - Transportation Center, Eff. 10/14/2025~~ (withdrawn by employee)

### B. Create Position/Amend Created Position

“RESOLVED THAT, a Teacher Aide (.5FTE) position be created at the Central High School, as outlined in the enclosure.”

“RESOLVED THAT, a School Secretary I (Main Office 12-month) position be *amended* to School Secretary I (Main Office *10-month*) position, as outlined in the enclosure.”

### C. Appointments

#### Instructional, Annual Appointment

Michael Musolino, Permanent Itinerant Substitute - Fremont Elem. School, Eff. 10/10/2025-6/30/2026  
Jennifer Tarson, Permanent Itinerant Substitute - East Syracuse Elementary, Eff. 10/10/2025-6/30/2026

#### Non-Instructional, 52-Week Probationary Appointments

Jason Elmore, Custodial Worker I - Woodland Elementary, Effective 10/10/2025  
Payton Manipole, Laborer I - District-wide, Effective 10/14/2025  
Taylor Bill, Teacher Aide (Office) - East Syracuse Elementary, Effective 10/16/2025  
Joseph Barbato, Maintenance Worker I - District-wide (M-F 1pm-9:30pm/Fall 7:00am-3:30pm), Eff. 10/9/2025  
Sienna Bird, School Bus Driver - Transportation Center, Eff. 10/27/2025  
Duncan Sproule, School Bus Driver - Transportation Center, Eff. 10/27/2025

#### Non-Instructional, Provisional Appointment

~~Melissa Durantini, School Bus Dispatcher - Transportation Center, Eff. 10/14/2025~~ (withdrawn by employee)  
Carrie Eddy, School Secretary I (10-month) - Central High School, Eff. 10/20/2025

#### Non-Instructional, Part-Time Appointment

Shawna Parsnow, Teacher Aide (0.5FTE - Office) - Minoa Elementary, Eff. 10/14/2025

#### 2025-2026 CHS Extra-Duty Appointment

Timothy Wolfer - Esports Advisor  
Aimee deBerjeois - Senior Variety Show Co-Advisor  
Abigail Cerio - Math Team Co-Advisor  
Stephanie Trudeau Keiber - Skills USA Co-Advisor  
Leslie Pcolinsky - Youth Development Co-Advisor

*Rescind* 2025-2026 CHS Extra-Duty Appointment

Dylan Bartlett - Esports Advisor

*Amended* 2025-2026 CHS Extra-Duty Appointment

Kathleen Pelkey - Math Team *Co-Advisor*

Nicole Planty - Skills USA *Co-Advisor*

Renae Montroy - Youth Development *Co-Advisor*

*Amended* 2025-2026 Stadium Worker Appointments (Fall, Winter & Spring Seasons)

| SUPERVISOR STAFF<br>2025/2026 | ACTUAL ROLE<br>IN DISTRICT        | TITLE IN EXTRA DUTY PAY<br>(ROLES)                                                                                      | RATE<br>OF PAY |
|-------------------------------|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------|----------------|
| deBerjeois, Michael           | ESM Teacher<br>(PG Math)          | Horn/Clock/Scoreboard Operator,<br>Announcer for Stadium & HS Gym                                                       | <i>\$23.50</i> |
| Harris, Kathryn               | ESM Teacher<br>(PE Teacher - CHS) | Site Supervisor, Clock/Horn Operator,<br>Concession Stand, Ticket Taker                                                 | <i>\$23.50</i> |
| Neuhaus Lindner, Lindsey      | ESM Teacher<br>(PE Teacher - CHS) | Site Supervisor, Concession Stand,<br>Scorebook/ Scorekeeper                                                            | <i>\$23.50</i> |
| Smith, James                  | ESM Teacher<br>(PE Teacher - CHS) | Horn/Clock/Scoreboard Operator,<br>Announcer for Stadium & HS Gym,<br>Site Supervisor, Chain Crew for<br>Football Games | <i>\$23.50</i> |

Winter 2025-2026 Coaching Appointments

| Sports                    | Position        | Coach                    |
|---------------------------|-----------------|--------------------------|
| Athletic Trainer          | Asst. Trainer   | Manfredo, Paul A.        |
| Basketball-(B)            | Head Coach      | Kilpatrick, James V.     |
| Basketball-(B)            | Asst. Coach-V   | Underwood, Eyan          |
| Basketball-(B)            | Asst. Coach-JV  | Ryczbak, Alex            |
| Basketball-(B)            | Asst. Coach-MOD | Graham, Stephen R.       |
| Basketball-(B)            | Asst. Coach-MOD | deBerjeois, Michael P.   |
| Basketball-(G)            | Head Coach      | Herrington, Robert       |
| Basketball-(G)            | Asst. Coach-V   | Neuhaus Lindner, Lindsey |
| Basketball-(G)            | Asst. Coach-JV  | Stuper, Adam E.          |
| Basketball-(G)            | Asst. Coach-MOD | Clifford, Loren          |
| Basketball-(G)            | Asst. Coach-MOD | Ferris, Michael N.       |
| Bowling-Boys              | Head Coach      | Piraino, Martin W.       |
| Bowling-Girls             | Head Coach      | Turbeville, Adrienne     |
| Bowling-Unified           | Head Coach      | Vollmer, Jaime           |
| Cheerleading, Basketball  | Head Coach      | Planty, Nicole           |
| Cheerleading, Basketball  | Asst. Coach     | Cramer, Mallori          |
| Indoor Track-Boys         | Head Coach-V    | Carr, Mark               |
| Indoor Track-Girls        | Head Coach-V    | Staub, Christopher J.    |
| Indoor Track-Boys & Girls | Asst. Coach - V | Herrington, Pamela       |
| Volleyball-Girls          | Head Coach      | Cline, Jake              |
| Volleyball-Girls          | Asst. Coach V   | Brown, Cameron           |
| Volleyball-Girls          | Asst. Coach-JV  | Galle, Carter            |
| Volleyball-Girls          | Asst. Coach-MOD | Ferris, Michael N.       |

|                         |                 |                        |
|-------------------------|-----------------|------------------------|
| Volleyball-Girls        | Asst. Coach-MOD | Trivelpiece, Mark W.   |
| Volleyball-Boys         | Asst. Coach-MOD | Neff, Kevin            |
| Volleyball-Boys         | Asst. Coach-MOD | Trivelpiece, Mark W.   |
| Wrestling               | Head Coach      | Leo, James E.          |
| Wrestling               | Asst Coach-JV   | Moss, Dustin           |
| Wrestling               | Asst Coach-MOD  | Dadey, Matthew         |
| Wrestling               | Asst Coach-MOD  | Scully, Patrick        |
| Weight Training-HS (AM) | Coach           | Eschbacher, Michael J. |
| Weight Training-HS (PM) | Coach           | Eschbacher, Michael J. |

2025-2026 Winter Volunteer Coaching Appointments

Daniel Buddie - Indoor Track

Emily Casazza - Indoor Track

Conor Harrigan - Indoor Track

D. Tenure Recommendation

“RESOLVED THAT the Superintendent of Schools recommends the following personnel for appointment to tenure:”

| Name       | Area               | Certification                | Eff. Date  |
|------------|--------------------|------------------------------|------------|
| Gina Stein | Teaching Assistant | Level III Teaching Assistant | 10/12/2025 |

E. Amended Substitute Rates of Pay

“RESOLVED THAT, the Board of Education approved eliminating a discontinued category of substitute pay, as outlined in the enclosed memorandum, effective September 1, 2025.”

F. Amended Substitute List

“RESOLVED THAT, the enclosed substitute list dated October 9, 2025, be approved.”

“RESOLVED by MR. ALBANESE, Seconded by MRS. GALLERY that Personnel Items A - F, as recommended by the Superintendent, be approved.”

Ayes - 8

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 8:03PM”

Ayes - 8

Nays - 0

Motion **Carried**

Respectfully submitted,

Pamela Buddendeck, Deputy District Clerk

Approved \_\_\_\_\_

Filed \_\_\_\_\_



October 9, 2025 ~ 6:30pm  
Regular Meeting of the ESM Board of Education  
Central High School Library Media Center

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## **AGENDA**

### **I. SPECIAL PRESENTATIONS/RECOGNITIONS:**

- A. School Board Recognition Week

### **II. REPORTS:**

- A. Acceptance of Minutes
  - September 5, 2025 Special Meeting
  - September 15, 2025 Audit Committee Meeting
  - September 15, 2025 Regular Meeting
- B. President/Vice President/Board Member Reports
  - NYSSBA Annual Business Meeting Resolutions
  - NYSSBA Educational Convention & Expo
  - Board of Education Retreat
- C. Superintendent Reports
  - Spartan Branch 20th Anniversary
  - Key Communicators Dinner Meeting
  - 2025-2026 ESM Professional Learning Plan (PLP)
  - 2026-2027 DRAFT Budget Calendar
  - 2024-2025 Extraclassroom Audit Corrective Action Plan
  - Building Our Spartan Future II
  - Staffing Transfers (FYI)

### **III. FIFTEEN MINUTE PERIOD:**

### **IV. ACTION ITEMS:**

- A. 2025-2026 ESM Professional Learning Plan (PLP)
- B. 2024-2025 Extraclassroom Audit Corrective Action Plan
- C. School Designation Payment
- D. Lead Evaluator Certification for Administrators
- E. Building Our Spartan Future 2 Capital Project Proposition

### **CONSENT AGENDA:**

- Treasurer's Report (Aug-25)
- Extra Classroom Activity Fund Reports CHS/PGMS (Aug-25)
- Appropriation Status Report (Aug-25)
- Budget Transfers (June-25 "Post Audit")
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- CSE/CPSE Report
- Donations

**V. PERSONNEL ITEMS:**

- A. Resignations
- B. Create Position/*Amend* *Created Position*
- C. Appointments
- D. Tenure Recommendation
- E. Amended Substitute Rates of Pay
- F. Amended Substitute List

**VI. POLICY DISCUSSION:** None

**VII. POLICY ACTION:** None