



REGULAR MEETING

Board of Education Present: Mrs. Diana Abdella, Mrs. Jolie Bonaparte, Mrs. Susan Cain, Mrs. Leah Cushing, Mrs. Kay Gallery, Mrs. Deborah Kolod, Mr. D. Paul Waltz.

Board of Education Absent: Mr. John Albanese, Mrs. Tracy Callahan.

Administrative Personnel Present: Dr. Donna DeSiato, Supt.; Mr. Grenardo Avellino, Deputy Supt.; Mrs. Katherine Skahen, Exec. Dir. of School Bus. Admin./Clerk; Ms. Pamela Buddendeck, Executive Director of Employee Engagement & Accountability; Mr. N. Shane Hacker, Exec. Dir. of Curriculum, Learning & Assessment.

Other Present: Mr. Michael Rood, District Treasurer; Mr. Fred Intondi, Internal Auditor.

Interested Citizens: 2

MR. D. PAUL WALTZ, PRESIDENT, CALLED THE REGULAR MEETING TO ORDER AT 6:30PM AT WOODLAND ELEMENTARY COLLABORATIVE COMMONS.

PLEDGE OF ALLEGIANCE

SPECIAL PRESENTATIONS/RECOGNITIONS: None

REPORTS:

- A. Acceptance of Minutes:
 - June 16, 2025 Audit Committee Meeting
 - June 16, 2026 Regular Meeting
 - June 23, 2025 Special Meeting
- B. President/Vice President/Board Member Reports:
 - End of Year Celebrations
 - ESM Class of 2025 Graduation
 - Summer Graduation for ESM Class of 2025: August 26, 2025 @ 6:00pm, CHS Auditorium
- C. Superintendent Reports:
 - Ex Officio Student Board Members
 - ESM 2025-2026 Physical Education District Plan
 - Lead Evaluator Certification for Administrators
 - Dignity Act Coordinators Recommendation
 - 2025-2026 ESM District-Wide School Safety Plan
 - Siemens Contract
 - Tax Certiorari Settlements

Capture Aid Contract
OCM BOCES Agreements for Cooperative Energy Purchasing (Electricity & Gas)
OCM BOCES Intermunicipal Agreement for Data Security & Privacy

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

Moved by MRS. KOLOD
Ayes - 7 Nays - 0

Seconded by MRS. GALLERY
Carried

FIFTEEN MINUTE PERIOD: No one spoke.

ACTION ITEMS:

A. ESM 2025-2026 Physical Education District Plan

“RESOLVED THAT, the East Syracuse Minoa 2025-2026 Physical Education District Plan, as recommended by the Superintendent, be approved.”

Moved by MRS. GALLERY
Ayes - 7 Nays - 0

Seconded by MRS. CUSHING
Carried

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

“BE IT RESOLVED THAT, **Donna DeSiato; Grenardo Avellino; Shane Hacker, Katherine Skahen, Kieran O’Connor and Pamela Buddendeck** 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 (of Teachers) Certification for Administrators

“BE IT RESOLVED THAT, **Kieran O’Connor; Edward Michalenko; Shadia Stevens; Ashton Rinella; Frank DeMauro; Ashleigh Wilson; Kerri Lopez; Brittany Wylie; Kelsey DeLany; Gary Gerst; Vanessa McClowry, Jordyn Breinzi; Michael Clonan; Heidi Allen; Nicole Cummings; Michele Gipe, Meghan Thomas, Shelly LaMarche, Tom Decker** 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.”

Moved by MRS. ABDELLA
Ayes - 7 Nays - 0

Seconded by MRS. CAIN
Carried

C. Dignity Act Coordinators Recommendation

“RESOLVED THAT, the Board of Education appoint the following personnel as Dignity Act Coordinators for the 2025-2026 school year:”

Edward Michelanko, Executive Principal - Central High School
Ashleigh Wilson, Principal - Pine Grove Middle School
Gary Gerst, Principal - Minoa Elementary
Vanessa McClowry, Principal - Woodland Elementary
Kelsey DeLany, Principal - Fremont Elementary
Douglas Mohorter, Interim Principal - East Syracuse Elementary
Jordyn Brienzi, Principal - Park Hill School
Meghan Thomas, Director of Counseling, Youth Development & Leadership - Districtwide

Moved by MRS. GALLERY
Ayes - 7 Nays - 0

Seconded by MRS. ABDELLA
Carried

D. 2025-2026 ESM District-Wide School Safety Plan

"RESOLVED THAT, East Syracuse Minoa 2025-2026 District-Wide School Safety Plan, as recommended by the Superintendent, be approved."

Moved by MRS. GALLERY
Ayes - 7 Nays - 0

Seconded by MRS. ABDELLA
Carried

E. Siemens Contract - Fire Alarm Testing and Inspection Services

“**WHEREAS**, the East Syracuse Minoa Central School District wishes to extend the current agreement with Siemens Industry, Inc. to provide Fire Alarm Testing and Inspection Services;

NOW THEREFORE BE IT RESOLVED THAT, the Board of Education, upon the recommendation of the Superintendent, authorizes the Executive Director of School Business Administration to execute an agreement with Siemens Industry, Inc., in the amount of \$38,725.34 for Fire Alarm Testing and Inspection Services for the period of July 1, 2025 to June 30, 2026.”

Moved by MRS. CAIN
Ayes - 7 Nays - 0

Seconded by MRS. ABDELLA
Carried

F. Tax Certiorari Settlements

Crown Enterprises

“WHEREAS, Crown Enterprises, LLC (“Petitioner”) filed tax certiorari proceedings challenging the assessment of its property in the Town of Cicero for the 2020-21, 2021-22, 2022-23, 2023-24, and 2024-25 tax years, Tax Map Parcel No. 058.-03-04.0 (“Proceedings”); and

WHEREAS, Petitioner has proposed a settlement of the Proceedings upon the following terms:

- a. Reduce the 2025 assessed value of the property to \$340,000;
- b. Waive real property tax refunds; and

WHEREAS, the Town of Cicero supports the settlement proposal; and

WHEREAS, the Board of Education is willing to settle the proceedings pursuant to the terms outlined above.”

“NOW, THEREFORE, BE IT RESOLVED that:

1. The Board of Education agrees to settle the tax certiorari proceedings commenced by Petitioner in accordance with the terms set forth above and, in the form, approved by Ferrara Fiorenza PC and hereby delegates to Ferrara Fiorenza PC the authority to execute such settlement documents.
2. This Resolution shall take effect immediately.”

Moved by MRS. GALLERY
Ayes - 7 Nays - 0

Seconded by MRS. ABDELLA
Carried

RLR Investments, LLC

“WHEREAS, RLR Investments, LLC (“Petitioner”) filed tax certiorari proceedings challenging the assessment of its two (2) parcels of land located at 202 Vincent Drive (Tax ID #022.-01-13.1) and 5828 E Molloy Road (Tax ID # 022.-01-13.2) in the Town of DeWitt for the 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23, 2023-24, and 2024-25 tax years; and

WHEREAS, Petitioner has proposed a settlement in the following manner:

- a) Discontinue tax challenges for years 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23, and 2023-24; and
- b) Reduce the 2024-25 assessed value of 202 Vincent Drive (Tax ID #022.-01-13.1) from \$1,803,100 to \$1,511,400; and
- c) Reduce the 2024-25 assessed value of 5828 E Molloy Road (Tax ID # 022.-01-13.2) from \$344,300 to 288,600; and

WHEREAS, the Town of DeWitt supports the settlement proposal; and

WHEREAS, the Board of Education is willing to settle the proceedings pursuant to the terms outlined above.”

“NOW, THEREFORE, BE IT RESOLVED that:

1. The Board of Education agrees to settle the tax certiorari proceedings commenced by RLR Investments, LLC in accordance with the terms set forth above and in the form approved by Ferrara Fiorenza PC and hereby delegates to Ferrara Fiorenza PC the authority to execute such settlement documents.
2. This Resolution shall take effect immediately.”

Moved by MRS. CAIN
Ayes - 7 Nays - 0

Seconded by MRS. KOLOD
Carried

G. Capture Aid, LLC Contract

“WHEREAS, the East Syracuse Minoa Central School District has partnered with Capture Aid LLC for the past six (6) years to review the STAC and State Aid claim process for High Cost Special Education students, and to process High Cost claims in accordance with NYSED guidelines to maximize reimbursement; and

WHEREAS, the partnership with Capture Aid LLC has resulted in significant improvements in the data collection process and in High Cost Excess Cost and Private Excess Cost Aids, providing additional resources for District Special Education programs; and

WHEREAS, the District wishes to extend an agreement with Capture Aid LLC for professional services to continue to review the STAC and State Aid claim process for High Cost Special Education students, and to process High Cost claims in accordance with NYSED guidelines to maximize reimbursement and ensure timely cash flow;

NOW, THEREFORE, BE IT RESOLVED, the Board of Education, upon the recommendation of the Superintendent, authorizes the Executive Director of School Business Administration to execute a professional services agreement with Capture Aid LLC with a term of July 1, 2025- June 30, 2028, at a cost of \$5,268.45 per month for Year One (1), adjusted annually based on the Consumer Price Index for Years Two (2) and Three (3).”

Moved by MRS. KOLOD
Ayes - 7 Nays - 0

Seconded by MRS. CAIN
Carried

H. OCM BOCES Agreements for Cooperative Energy Purchasing (Electricity & Gas)
Electricity

“WHEREAS, Article 5-G of the New York State General Municipal Law authorizes municipal corporations to enter into cooperative agreements for the performance or exercise of services, functions, powers or activities on a cooperative or contract basis among themselves or one for the other, and

WHEREAS, Section 119-n of the General Municipal Law defines the term “municipal corporation” for the purposes of Article 5-G as a county outside the city of New York, a city, a town, a village, a board of cooperative educational services, a fire district or a school district; and

WHEREAS, East Syracuse Minoa Central School District (hereinafter sometimes referred to as (“Participant”) is a “municipal corporation” as defined above; and

WHEREAS, this Board wishes for this municipal corporation to become or remain a Participant pursuant to the Municipal Cooperation Agreement For Energy Purchasing Services dated the 1st day of May 2005 (the Agreement”), among municipal corporations collectively identified as the New York School and Municipal Energy Consortium (“NYSMEC”) upon the terms of the Agreement and further wishes to authorize participation as an energy consumer as specified below.”

“NOW THEREFORE, BE IT RESOLVED, that this Board hereby determines that it is in the interests of the East Syracuse Minoa Central School District to participate in the NYSMEC, and authorizes and directs Katherine Skahen to sign the Agreement and/or the Billing Schedule and Agreement for electricity on its behalf; and

BE IT FURTHER RESOLVED, that this Board authorizes the Administrative Participant (as defined in the Agreement) to prepare, advertise, disseminate and open bids pursuant to the General Municipal Law and to award, execute and deliver binding contracts on behalf of this Board for the purchase of electricity delivered to the delivery

point of the local utility distribution company for the Participant's facility or facilities, on a firm basis, for this Participant to the lowest responsible bidder as is determined by the Administrative Participant at a price for such commodity electricity not to exceed \$.094 per kWh for traditional pass-through energy price or not to exceed \$.107 per kWh for a fixed price, which includes all current pass through charges that you get billed for separately from the ESCO's for a term of at least one year and no more than three years commencing May 1, 2026, and other terms and conditions, all as may be determined by the Administrative Participant, or to reject any or all such bids; and

BE IT FURTHER RESOLVED, that this Participant agrees to advertise said bid as may be directed by the Administrative Participant; and

BE IT FURTHER RESOLVED, that this Participant authorizes receipt of bids and offers in electronic format pursuant to Section 103(1) of the General Municipal Law and other applicable law; and

BE IT FURTHER RESOLVED, that the officers and employees of this Participant are authorized to execute such other confirming agreements, certificates and other documents and take such other actions as may be necessary or appropriate to carry out the intent of this resolution. This Resolution shall take effect immediately."

Natural Gas

"WHEREAS, Article 5-G of the New York State General Municipal Law authorizes municipal corporations to enter into cooperative agreements for the performance or exercise of services, functions, powers or activities on a cooperative or contract basis among themselves or one for the other, and

WHEREAS, Section 119-n of the General Municipal Law defines the term "municipal corporation" for the purposes of Article 5-G as a county outside the city of New York, a city, a town, a village, a board of cooperative educational services, a fire district or a school district; and

WHEREAS, East Syracuse Minoa Central School District (hereinafter sometimes referred to as ("Participant")) is a "municipal corporation" as defined above; and

WHEREAS, this Board wishes for this municipal corporation to become or remain a Participant pursuant to the Municipal Cooperation Agreement For Energy Purchasing Services dated the 1st day of May, 2005 (the "Agreement"), among municipal corporations collectively identified as the New York School and Municipal Energy Consortium ("NYSMEC") upon the terms of the Agreement and further wishes to authorize participation as an energy consumer as specified below."

"NOW THEREFORE, BE IT RESOLVED, that this Board hereby determines that it is in the interests of the East Syracuse Minoa Central School District to participate in the NYSMEC, and authorizes and directs Katherine Skahen to sign the Agreement and/or the Billing Schedule and Agreement for natural gas on its behalf; and

BE IT FURTHER RESOLVED, that this Board authorizes the Administrative Participant (as defined in the Agreement) to prepare, advertise, disseminate and open bids pursuant to the General Municipal Law and to award, execute and deliver binding contracts on behalf of this Board for the purchase of natural gas delivered to the city gate of the local utility distribution company for the Participant's facility or facilities, on a firm basis, for this Participant to the lowest responsible bidder as is determined by the Administrative Participant at a price for such traditional commodity of natural gas to the city gate not to exceed \$.6450 per therm or for all in price not to exceed \$.7100 per therm to the burner tip, which would include line losses that are currently billed separately for a term of at least one year and no more than three years commencing May 1, 2026, and other terms and conditions, all as may be determined by the Administrative Participant, or to reject any or all such bids; and

BE IT FURTHER RESOLVED, that this Participant agrees to advertise said bid as may be directed by the Administrative Participant; and

BE IT FURTHER RESOLVED, that this Participant authorizes receipt of bids and offers in electronic format pursuant to Section 103(1) of the General Municipal Law and other applicable law; and

BE IT FURTHER RESOLVED, that the officers and employees of this Participant are authorized to execute such other confirming agreements, certificates and other documents and take such other actions as may be necessary or appropriate to carry out the intent of this resolution. This Resolution shall take effect immediately.”

Moved by MRS. GALLERY
Ayes - 7 Nays - 0

Seconded by MRS. ABDELLA
Carried

I. OCM BOCES Intermunicipal Agreement for Data Security & Privacy

“WHEREAS, four (4) BOCES (Onondaga-Cortland-Madison BOCES, Albany-Schoharie-Schenectady-Saratoga BOCES, Madison-Oneida BOCES and Broome-Tioga BOCES) have collaborated and entered into an Article 5 General Municipal Law intermunicipal arrangement for the purpose of improving vendor management and data security and privacy practices for school districts and/or BOCES statewide known as the RIC ONE Risk Operations Center (the “ROC”);

WHEREAS, the Board of Education of the East Syracuse Minoa Central School District, through its affiliation with a locally based Regional Information Center, participates with the ROC and desires, for the 2025-2026 fiscal year, to authorize the ROC to enter into Data Privacy Agreements and related exhibits (DPAs) with vendors and third-party contractors that include the requirements of, and compliance with, New York State Education Law Section 2-d and Part 121 Regulations (collectively, “Ed Law 2d”) related to student personally identifiable information (PII) and certain Teacher and Principal APPR data;

WHEREAS, the ROC also partners with NYSED, the Access4Learning Student Data Privacy Consortium (SDPC) and The Education Cooperative (TEC), to negotiate and approve Ed Law 2-d compliant DPAs;

WHEREAS, the DPAs are presented to school districts and/or BOCES for final execution and do not require the expenditure of funds beyond those budgeted; and

BE IT RESOLVED, the East Syracuse Minoa Central School District Board of Education authorizes the attorneys designated by the ROC to negotiate and approve of DPAs for software and/or technology resources; and,

BE IT FURTHER RESOLVED, the East Syracuse Minoa Central School District Board of Education grants the ROC and its designated attorneys the authority to negotiate the terms and conditions of DPAs and take such actions so as to effectuate the purposes and intent of this resolution.”

Moved by MRS. CUSHING
Ayes - 7 Nays - 0

Seconded by MRS. ABDELLA
Carried

CONSENT AGENDA:

Treasurer's Report (May-25)
Extraclassroom Activity Fund Reports CHS/PGMS (May-25)
Appropriation Status Report (May-25)
Budget Transfers (May-25)
Revenue Status Report (May-25)
Accounts Payable Warrant Reports #46, #48
Payroll Warrant Reports #45, #47
2025-2026 ESM Board Meeting Dates
2025-2026 Initial AS-7 OCM BOCES Contract
CSE Reports for 2024-2025 & 2025-2026
Donations

“RESOLVED THAT the Consent Agenda, as recommended by the Superintendent, be approved.”

Moved by MRS. KOLOD
Ayes - 7 Nays - 0

Seconded by MRS. CAIN
Carried

PERSONNEL ITEMS:

A. Resignations

Aimee Sheehan, Teaching Assistant (spec. ed.) - East Syracuse Elementary, Eff. 7/1/2025
Mirela Hayes, Teacher Aide (3.5 hrs per day) - East Syracuse Elem., Eff. 7/1/2025
Benjamin Wysocki, Custodial Worker I - Pine Grove Middle School, Eff. 7/1/2025
Kollin Diedrickson, Custodial Worker I - Pine Grove Middle School, Eff. 7/1/2025
Emily Goode, School Bus Driver - Transportation Center, Effective 6/28/2025

B. Retirements

Eric Johnson, Custodian I - Central High School, Effective 9/15/2025
Maria Korik, Teaching Assistant (Spec. Edu.) - Pine Grove Middle School, Eff. 7/31/2025

C. Appointments

Instructional, Three-Year Probationary Appointment

Emily Fasulo, Special Education Teacher - Minoa Elementary, Effective 8/28/2025-8/27/2028

Rescind Instructional, Regular Substitute Appointment

Olivia Grabowski, Kindergarten Teacher - Woodland, Eff. 8/28/2025-6/30/2026

Instructional, Four-Year Probationary Appointment

Olivia Grabowski, Elementary (Grade 1) Teacher - Woodland, Eff. 8/28/2025-8/27/2029

Amended, Non-Instructional *Annual Appointment*

Morgan Starczewski, Occupational Therapist - Districtwide, Eff. 8/28/2024-*6/30/2025*

Instructional, Annual Part-Time Appointment (1-year only)

Tracy Duke, School Nurse (0.4FTE) - Living Word Academy, Eff. 8/28/2025-6/30/2026

2025-2026 Instructional Specialist, Teacher on Special Assignment Annual Appointment

Dion Labatos	Instructional Specialist, Pre K-12 Mathematics	District-wide	Eff. 7/9/2025
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2025-2026 Park Hill School Professional Learning Team Leader Appointment

Sarah Kelly

2025-2026 Elementary Professional Learning Team Leader Appointments

BUILDING →	ESE	FREMONT	MINOA	WOODLAND
Kindergarten	Emmalee Conte	Dakota Killian	Jacklyn Elander	Lori Beeman
1st Grade	Ashley Irvine	Madison Billington	Kathleen Kane	Jennifer Frasier
2nd Grade	Joelle Gates	Catherine Burke	Meghan Dimon	Tennille Page
3rd Grade	Leslie Gesek	Emily Shafer	Kristin Michaels	Emily Zirilli
4th Grade	John Geer	Christopher Winch	Erin Casciano	Tamara Hogan
5th Grade	Kaitlyn Brown	Samantha Gerbino	Abby Fero	Lori Greabell
Art	Michelle Simone (at all Elementary Buildings)			
Vocal Music	Michelle Currier (at all Elementary Buildings)			
Physical Education	Carrie Stoddard (at all Elementary Buildings)			

2025-2026 Pine Grove MS Professional Learning Team Leader Appointments

ELA - 6th grade	Brigid McGinley
ELA - 7th grade	Megan Popovich
ELA - 8th grade	Andrew Zupan
Math - 6th grade	Jennifer Magill
Math - 7th grade	Allison Macri
Math - 8th grade	Tina Oakley
Science - 6th grade	Amy Hill
Science 7th grade	Samantha Cavalier
Science - 8th grade	Jason Fahy
Social Studies - 6th grade	Catherine Houppert
Social Studies - 7th grade	Nicole Plascencia
Social Studies - 8th grade	Kevin Michaud
Art	Kathleen Ehrlich
Physical Education	Paul Houck
Technology/Computer Science	Adrienne Turbeville
World Language	Gabriel Fersch

2025-2026 Central HS Professional Learning Team Leader Appointments

ELA - 9th grade	Stephen McSweeney
ELA - 10th grade	Dylan Bartlett
ELA - 11th grade	Maureen Lanious
ELA - 12th grade	Michael Russo
Algebra	Abigail Cerio
Geometry	Michelle Simons
Algebra II	Jennifer Shatrau

Chemistry	Katherine Mittiga
Earth & Space Science	Gregory Galuski
Life Science: Biology	Leslie Pcolinsky/Jesse Aquilino
Global I	Amber Rehm
Global II	Christine Kowanes
US History	Courtney Naphen
Art	Matthew Cincotta
CTE	Concetta Carocci
Physical Education	Lindsey Neuhaus-Lindner
Technology/Comp Science	Scott Macomber
World Language	Michele Brooks
Business	Darlene Baker

2025-2026 Pine Grove MS and Central HS Professional Learning Team Leader Appointments

Health/FACS	Emily Disbro
Vocal Music	Virginia Labatos

2025-2026 Art & Music Professional Learning Team Leader Appointments

Elem., Pine Grove MS, Central HS (grades 4-12)	Justin Ezzo - Instrumental Music
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2025 Spartan Academy Summer School *Amendment*/Appointment

Lisa Gelatt, Teaching Assistant - *working week 2, 3, & 4*

Diandra Western, Teaching Assistant - *working all 4 weeks*

Kathleen Vertigan, Teaching Assistant *Sub - working week 1 only (7/7/2025-7/10-2025)*

2025 Elementary Summer Learning Program Appointment

Ashley Thomas, Teaching Assistant - Minoa Elementary

RoseMary Dupra, Teaching Assistant - Fremont Elementary

2025 Fall Coaching Appointments

Sports	Position	Coach
Athletic Trainer	Asst. Trainer	Houck, Paul A.
Cheerleading, F'ball	Head Coach - Varsity	Planty, Nicole
Cross Country	Head Coach - Varsity	Herrington, Pamela J.
Cross Country	Asst. Coach - Varsity	Herrington, John
Cross Country	Asst. Coach - MOD	Gigliotti, Joseph
Cross Country	Asst. Coach - MOD	Zodbylak, Carrie
Field Hockey (G)	Head Coach - Varsity	Harris, Kathryn A.
Field Hockey (G)	Asst. Coach - Varsity	Neuhaus Lindner, Lindsey
Field Hockey (G)	Asst. Coach - JV	Buffaloe, Cara
Field Hockey (G)	Asst. Coach - MOD	Ball, Margaret
Football	Head Coach - Varsity	Keysor, Bradley
Football	Asst. Coach - Varsity	Charles, David
Football	Asst. Coach - Varsity	Van Tassel, Alex
Football	Asst. Coach - Varsity	Winch, Christopher

Football	Asst. Coach - JV	Campese, Robert M.
Football	Asst. Coach - JV	Germain, Todd
Football	Asst. Coach - JV	Campese, Robert A.
Football	Asst. Coach - MOD	Graham, Stephen R.
Football	Asst. Coach - MOD	Underwood, Eyan
Golf-Boys	Head Coach - Varsity	Ferris, Michael N.
Golf-Boys	Asst. Coach - JV	Trivelpiece, Mark W.
Gymnastics	Head Coach - Varsity	Suddaby, Wayne A.
Gymnastics	Asst. Coach - Varsity	Markis, Katie
Soccer-boys	Head Coach - Varsity	Carr, Mark
Soccer-boys	Asst. Coach - Varsity	Neff, Kevin A.
Soccer-boys	Asst. Coach - JV	Fekos, Dimitrios
Soccer-boys	Asst. Coach - MOD	Bachta, Todd
Soccer-boys	Asst. Coach - MOD	Ajsic, Sifet
Soccer-girls	Head Coach - Varsity	Vollmer, Jaime M.
Soccer-girls	Asst. Coach - Varsity	Halligan, Kimberly E.
Soccer-girls	Asst. Coach - JV	Vinette, Mark
Soccer-girls	Asst. Coach - MOD	deBerjeois, Michael P.
Soccer-girls	Asst. Coach - MOD	Mancini, Mary
Tennis-girls	Head Coach - Varsity	Felicia, Denise L.
Tennis-girls	Asst. Coach - MOD	Nabinger, Tina
Volleyball-Boys	Head Coach - Varsity	Rybczak, Alexander
Volleyball-Boys	Asst Coach - Varsity	Dischiave, Joseph
Volleyball-Boys	Asst. Coach - JV	Nesci, Anthony
Weight Training-HS (AM)	Coach	Eschbacher, Michael J.
Weight Training-HS (PM)	Coach	OPEN
Football	Asst. Coach - JV	Campese, Robert M.

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

SUPERVISOR STAFF 2025/2026	ACTUAL ROLE IN DISTRICT	TITLE IN EXTRA DUTY PAY (ROLES)	CURRENT RATE OF PAY FOR ALL POSITIONS
Buffaloe, Cara	Athletic Duty Only	Ticket Taker/Seller Clock/Horn Operator Site Supervisor	\$20.00
Buffaloe, Catherine	Athletic Duty Only	Ticket Taker/Seller Clock/Horn Operator Site Supervisor	\$20.00
Campese, David	Athletic Duty Only	Site Supervisor Site Coordinator Announcer for Stadium Horn/Clock Scoreboard Operator Field Set Up & Take Down Uniform & Maintenance & Care Athletic/PE Supply Equipment Inventory Control	\$20.00/\$22.00
Campese, Robert M.	Athletic Duty Only	Site Supervisor Field Set Up & Take Down Horn/Clock/Scoreboard Operator	\$20.00

Capocefalo, S. Jean	Retired	Site Supervisor Ticket Taker/Seller Uniform Maintenance & Care Inventory Control Athletic/PE Supply Equipment	\$20.00/\$22.00
Corbishley-Stuper, Lauren	Athletic Duty Only	Site Supervisor Horn/Clock Scoreboard Operator Field Set Up & Take Down Uniform & Maintenance & Care Athletic/PE Supply Equipment Inventory Control	\$20.00
Danks, Phyllis	Athletic Duty Only	Site Supervisor Site Coordinator Announcer for Stadium Horn/Clock Scoreboard Operator Field Set Up & Take Down	\$20.00
deBerjeois, Michael	ESM Teacher (PG Math)	Horn/Clock/Scoreboard Operator Announcer for Stadium & HS Gym	\$23.00
Deyo, Linda	Athletic Duty Only	Ticket Taker/Seller Clock/Horn Operator Site Supervisor	\$20.00
Durantini Jr. Todd	Athletic Duty Only	Horn/Clock/Scoreboard Operator Site Supervisor, Inventory Control Athletic/PE Supply Equipment Ticket Taker Concession/Video	\$20.00/\$22.00
Fingar, Gregory P.	Athletic Duty Only	Site Supervisor Field Set Up & Take Down Horn/Clock/Scoreboard Operator	\$20.00
Flock, Candy	Athletic Duty Only	Ticket Taker/Seller Clock/Horn Operator Site Supervisor	\$20.00
Harris, Kathryn	Athletic Duty Only	Site Supervisor Clock/Horn Operator Concession Stand Ticket Taker	\$23.00
Johnson, Patrick	Athletic Duty Only	Ticket Taker/Seller Clock/Horn Operator Site Supervisor	\$20.00
Koukides, Derec	Athletic Duty Only	Site Supervisor Field Set Up & Take Down Horn/Clock/Scoreboard Operator	\$20.00/\$22.00
Lindner Neuhaus, Lindsey	Athletic Duty Only	Site Supervisor Concession Stand Scorebook/Scorekeeper	\$23.00
Loope, Lori	Athletic Duty Only	Ticket Taker/Seller Clock/Horn Operator Site Supervisor Concession	\$20.00

Markis, Katie	Athletic Duty Only	Ticket Taker/Seller Clock/Horn Operator Site Supervisor Concession	\$20.00
Marra, Carol	Athletic Duty Only	Ticket Taker/Seller Clock/Horn Operator Site Supervisor	\$20.00/\$22.00
O'Leary, Timothy	Athletic Duty Only	Horn/Clock/Scoreboard Operator Chain Crew for Football Games Site Supervisor Inventory Control Athletic/PE Supply Equipment	\$20.00/\$22.00
Powers, James	Athletic Duty Only	Horn/Clock/Scoreboard Operator Chain Crew for Football Games Site Supervisor	\$20.00
Scheftic, Nicole	Athletic Duty Only	Ticket Taker/Seller Clock/Horn Operator Site Supervisor Concession	\$20.00
Smith, James	Athletic Duty Only	Horn/Clock/Scoreboard Operator Announcer for Stadium & HS Gym Site Supervisor Chain Crew for Football Games	\$23.00
Stuper, Adam	Athletic Duty Only	Horn/Clock/Scoreboard Operator Announcer for Stadium & HS Gym Inventory Control Site Supervisor Athletic/PE Supply Equipment Chain Crew for Football Games	\$20.00
Stuper, Dale	Athletic Duty Only	Horn/Clock/Scoreboard Operator Chain Crew for Football Games Concessions, Site Supervisor Athletic/PE Supply Equipment	\$20.00
Stuper, Karen	Athletic Duty Only	Horn/Clock/Scoreboard Operator Concessions Stand Site Supervisor Inventory Control Athletic/PE Supply Equipment	\$20.00
Temple, Mari	Athletic Duty Only	Ticket Taker/Seller Clock/Horn Operator Site Supervisor Concession	\$20.00

Trivelpiece, Mark	Retired	Site Supervisor Field Set Up & Take Down Horn/Clock/Scoreboard Operator	\$20.00
Warner, Jenny	Athletic Duty Only (ESE TA)	Ticket Taker/Seller Clock/Horn Operator Site Supervisor Concession	\$20.00

2025 Volunteer Coaches for Fall Season Appointments

Name	Sport
Buddie, Daniel	Cross Country
Brzostek II, David	Football
Casazza, Emily	Cross Country/Track
Durantini, Todd	Soccer
Fahy, Jason	Cross Country/Track
Geer, John	Golf
Harrigan, Conor	Cross Country/Track
Keysor, Bryant	Football
Macko IV, Michael	Football
Ott, Tyler	Soccer
Regensburger, Nicholas	Football
Sullivan, Casey	Soccer
Winans, Jordan	Gymnastics

Addendum Appointments

Administrative, Four-Year Probationary Appointment

Nicole Petranchuk, Principal - East Syracuse Elementary, Eff. 8/8/2025-8/7/2029

Instructional, Annual Appointment (1-year)

Lori Fingar, Student Well-Being Integration Specialist (0.4FTE), District-wide, Eff. 7/1/2025-6/30/2026

Non-Instructional, Temporary Appointment

John Keating, School Bus Dispatcher - Transportation Center, Eff. 7/14/2025 through 9/31/2025

Non-Instructional, Provisional Appointment

John Keating, School Bus Dispatcher - Transportation Center, Eff. 10/1/2025

D. Tenure Recommendation

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

Name	Area	Certification	Eff. Date
Maureen Coleman	Art	Art	9/1/2025

E. Amended Substitute List

“RESOLVED THAT, the enclosed amended substitute list dated July 8, 2025, be approved.”

“RESOLVED THAT, Personnel Items A- C, as recommended by the Superintendent, be approved.”

Moved by MRS. CAIN
Ayes - 7 Nays - 0

Seconded by MRS. ABDELLA
Carried

“RESOLVED BY MRS. CAIN, SECONDED BY MRS. KOLOD THAT, IN ACCORDANCE WITH PUBLIC OFFICER’S LAW SECTION 96, SUBDIVISION I, THE BOARD ADJOURN TO EXECUTIVE SESSION FOR EMPLOYMENT MATTERS RELATING TO A PARTICULAR PERSON OR CORPORATION AT 7:01PM.”
ATTENDING WAS, DR. DONNA DESIATO, SUPERINTENDENT; MRS. KATHERINE SKAHEN, EXECUTIVE DIRECTOR OF SCHOOL BUSINESS ADMINISTRATION; MRS. PAM BUDDENDECK, EXECUTIVE DIRECTOR OF EMPLOYEE ENGAGEMENT & ACCOUNTABILITY.

Ayes – 7, Nays - 0

Motion **Carried**

“RESOLVED BY MRS. CAIN, SECONDED BY MRS. CUSHING THAT, THE EXECUTIVE SESSION BE ADJOURNED AT 7:40PM.”

Ayes – 7, Nays - 0

Motion **Carried**

F. Tentative Agreement

“RESOLVED THAT, the Tentative Agreement between the ESM Board of Education and the East Syracuse Minoa School Related Professionals Association, effective 7/1/2025 through 6/30/2029, be approved, as recommended by the Superintendent.”

Moved by MRS. CAIN
Ayes - 7 Nays - 0

Seconded by MRS. GALLERY
Carried

G. Professional Development for Staff

“RESOLVED THAT, additional work hours during the summer of 2025 are hereby approved for newly hired staff members with an official start date of August 28, 2025, for the purpose of, but not limited to, participation in professional development activities, summer programs, and/or orientation; and

BE IT FURTHER RESOLVED THAT, all such summer work hours shall be subject to prior approval by the Superintendent or their designee.”

Moved by MRS. CAIN
Ayes - 7 Nays - 0

Seconded by MRS. GALLERY
Carried

ADDENDUM

H. Confidential Clerical Terms & Conditions of Employment

“RESOLVED THAT, upon recommendation of the Superintendent, the Board of Education hereby resolves to amend the Confidential Clerical Terms and Conditions of Employment, effective July 1, 2025.”

I. Confidential Clerical Salaries 2025-2026

“RESOLVED THAT, the Superintendent’s authority to allocate confidential clerical salaries within the total administrative salary budget, and in accordance with the total budget appropriations established by the Board of Education is continued until further notice by the Board, effective July 1, 2025.”

J. Non-Aligned Supervisor Terms & Conditions of Employment

“RESOLVED THAT, upon recommendation of the Superintendent, the Board of Education hereby resolves to amend the Non-Aligned Supervisor Terms and Conditions of Employment, effective July 1, 2025.”

K. Non-Aligned Supervisor Salaries 2025-2026

“RESOLVED THAT, the Superintendent’s authority to allocate non-aligned supervisor salaries within the total administrative salary budget, and in accordance with the total budget appropriations established by the Board of Education is continued until further notice by the Board, effective July 1, 2025.”

L. Create Position

“RESOLVED THAT, the position of Student Well Being Integration Specialist (0.4FTE) be created, as outlined in the enclosed memorandum, and as recommended by the Superintendent.”

“RESOLVED THAT, Personnel Items H - L, as recommended by the Superintendent, be approved.”

Moved by MRS. CAIN
Ayes - 7 Nays - 0

Seconded by MRS. GALLERY
Carried

POLICY DISCUSSION: None

POLICY ACTION: None

“RESOLVED BY MRS. CAIN, SECONDED BY MRS. KOLOD THAT, THE REGULAR MEETING BE ADJOURNED AT 7:45PM.”

Ayes - 7, Nays - 0, Motion Carried

Respectfully submitted,

Katherine Skahen, District Clerk

Approved _____
Filed _____



July 8, 2025
Regular Meeting of the ESM Board of Education
Immediately Following the Annual Organizational Meeting
Woodland Collaborative Commons

AGENDA

I. SPECIAL PRESENTATIONS/RECOGNITIONS: None

II. REPORTS:

A. Acceptance of Minutes:

June 16, 2025 Audit Committee Meeting
June 16, 2026 Regular Meeting
June 23, 2025 Special Meeting

B. President/Vice President/Board Member Reports:

End of Year Celebrations
ESM Class of 2025 Graduation
Summer Graduation for ESM Class of 2025

C. Superintendent Reports:

Ex Officio Student Board Members
ESM 2025-2026 Physical Education District Plan
Lead Evaluator Certification for Administrators
Dignity Act Coordinators Recommendation
2025-2026 ESM District-Wide School Safety Plan
Siemens Contract
Tax Certiorari Settlements
Capture Aid Contract Renewal
OCM BOCES Agreements for Cooperative Energy Purchasing (Electricity & Gas)
OCM BOCES Intermunicipal Agreement for Data Security & Privacy

III. FIFTEEN MINUTE PERIOD:

IV. ACTION ITEMS:

- A. ESM 2025-2026 Physical Education District Plan
- B. Lead Evaluator Certification for Administrators
- C. Dignity Act Coordinator Recommendations
- D. 2025-2026 ESM District-Wide School Safety Plan
- E. Siemens Contract
- F. Tax Certiorari Settlement
- G. Capture Aid Contract
- H. OCM BOCES Agreements for Cooperative Energy Purchasing (Electricity & Gas)
- I. OCM BOCES Intermunicipal Agreement for Data Security & Privacy

CONSENT AGENDA:

Treasurer's Report (May-25)

Extraclassroom Activity Fund Reports CHS/PGMS (May-25)

Appropriation Status Report (May-25)

Budget Transfers (May-25)

Revenue Status Report (May-25)

Accounts Payable Warrant Reports #46, #48

Payroll Warrant Reports #45, #47,

2025-2026 ESM School Board Meeting Dates

2025-2026 Initial AS-7 OCM BOCES Contract

CSE Reports for 2024-2025 & 2025-2026

Donations

V. PERSONNEL ITEMS:

A. Resignations

B. Retirements

C. Appointments

D. Tenure Recommendation

E. Amended Substitute List

F. Tentative Agreement

G. Professional Development for Staff

VI. POLICY DISCUSSION: None

VII. POLICY ACTION: None