



February 8, 2021 ~ 6:00pm  
Special Meeting of the ESM Board of Education  
*Video Conferencing Meeting via GoogleMeet*

III-A-4290  
03/01/2021

## **SPECIAL 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.

**Board of Education Absent:** Mrs. Diane Seaman, Mr. D. Paul Waltz.

**Administrative Personnel Present:** Dr. Donna DeSiato, Supt.; Dr. Thomas Neveldeine, Deputy Supt.; Mrs. Katherine Skahen, Exec. Dir. of School Bus. Admin./Clerk; Mr. Douglas Mohorter, 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; Ms. Kelsey DeLany, Principal Fremont.

**Other Present:**

**Interested Citizens:** 13

MRS. DEBORAH KOLOD, PRESIDENT, CALLED THE REGULAR MEETING TO ORDER AT 6:00 PM VIA GOOGLE MEET VIDEO CONFERENCING.

### **PLEDGE OF ALLEGIANCE**

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

A. Fremont Elementary School Improvement Team Highlight: *All Aboard the Energy Bus!*

**FIFTEEN MINUTE PERIOD:** *Given this unprecedented time and the virtual nature of this meeting, there will not be a Fifteen Minute Period for public comment. Please follow District Communications Protocols or contact the ESM Board Clerk for further information.*

### **REPORTS:**

A. Acceptance of Minutes:

January 11, 2021 Regular Meeting

February 1, 2021 Special Meeting

B. President/Vice President/Board Member Reports:

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C. Superintendent Reports:

ESM Strategic Plan Update:

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2021-2022 Budget Development Presentation:

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- 2021-2022 Governor's Proposal
- 2021-2022 Property Tax Levy Cap

Elementary Objective Update

Amendment to Roth 403(b) Contributions

ESM TV Studio Lease Agreement

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

Ayes – 7, Nays – 0, Motion Carried

**ACTION ITEMS:**

A. Adoption of NYS Deferred Compensation Plan

“WHEREAS, the East Syracuse Minoa CSD wishes to adopt the Deferred Compensation Plan for Employees of the State of New York and Other Participating Public Jurisdictions (the “Plan”) for voluntary participation of all eligible employees; and

WHEREAS, the East Syracuse Minoa CSD is a local public employer eligible to adopt the Plan pursuant to Section 5 of the State Finance Law; and

WHEREAS, the East Syracuse Minoa CSD has reviewed the Plan established in accordance with Section 457 of the Internal Revenue Code and Section 5 of the State Finance Law of the State of New York; and

WHEREAS, the purpose of the Plan is to encourage employees to make and continue careers with the East Syracuse Minoa CSD by providing eligible employees with a convenient and tax-favored method of saving on a regular and long-term basis and thereby provide for their retirement;

NOW, THEREFORE, BE IT RESOLVED, that the East Syracuse Minoa CSD hereby adopts the Plan for the voluntary participation of all eligible employees; and

IT IS FURTHER RESOLVED, that the Executive Director of School Business Administration is hereby authorized to take such actions and enter such agreements as are required or necessary for the adoption, implementation, and maintenance of the Plan; and

IT IS FURTHER RESOLVED, that the Administrative Services Agency is hereby authorized to file copies of these resolutions and other required documents with the President of the State of New York Civil Service Commission.”

B. Amendment to Roth 403(b) Contributions

“WHEREAS, The East Syracuse-Minoa SD (“District”) maintains the East Syracuse-Minoa SD 403(b) Retirement Plan (“Plan”); and

WHEREAS, the Plan was duly adopted on the 1<sup>st</sup> day of January, 2009 by the District’s Board of Education (“Board”); and

WHEREAS, the Board desires to amend the Plan to permit Roth 403(b) Contributions and the in-plan rollover of a Non-Roth Account to a Roth Account;

NOW, THEREFORE, BE IT RESOLVED that section **6.6 Roth 403(b) Contributions** of the Plan is hereby amended to read as follows;

**6.6 Roth 403(b) Contributions**

ROTH contributions shall be allowed under the Plan. The rules of §1.401(k)–1(f)(1) and for designated Roth contributions under a qualified cash or deferred arrangement shall apply to designated Roth contributions under the Plan. Thus, a designated Roth contribution under the Plan is a section 403(b) elective deferral that is designated irrevocably by the Employee at the time of the cash or deferred election as a designated Roth contribution being made in lieu of all or a portion of the section 403(b) elective deferrals the Employee is otherwise eligible to make under the Plan. A designated Roth contribution shall be treated by the Employer as includible in the Employee's gross income at the time the Employee would have received the amount in cash if the Employee had not made the cash or deferred election (such as by treating the contributions as wages subject to applicable withholding requirements); The Plan will allocate Roth contributions to a separate Account which shall be maintained in accordance with Treasury Regulation §1.401(k)–1(f)(3). Gains, losses, and other credits and charges shall be separately allocated on a reasonable and consistent basis to each Participant's Roth contribution Account and the Participant's other Accounts under the Plan.”

“A designated Roth contribution under the Plan must satisfy the requirements applicable to section 403(b) elective deferrals under the Plan and the requirements of §1.403(b)–6(d). Similarly, a designated Roth account under the Plan is subject to the rules of Code sections 401(a)(9)(A) and (B) and §1.403(b)–6(e). Notwithstanding section 6.1 [the eligible rollover provision], a direct rollover of a distribution from a Roth Account under the Plan will only be made to another qualified Roth contribution program described in Code section 402A or a Roth IRA described in Code section 408A, the Plan will only accept a rollover contribution to a Roth Account if it is a direct rollover from another qualified contribution program described in Code section 402A, and the Plan will only make or accept a rollover if the rollover is permitted under the rules of Code section 402(c).”

“BE IT FURTHER RESOLVED that the Plan shall include the following new section **6.7 Roth 403(b) Contributions**;

**6.7 In-plan rollover from a Non-Roth Account to a Roth Account**

If the Adoption Agreement so specifies-OR-If the Plan includes a qualified Roth contribution program, a Participant, Beneficiary, or Alternate Payee may, consistent with IRC § 402A(c)(4), direct an in-Plan qualified rollover contribution into a Roth Account of an amount under a Non-Roth Account that, for a transfer before January 1, 2013, the Participant, Beneficiary, or Alternate Payee otherwise was entitled to receive as an Eligible Rollover Distribution, or for a transfer after December 31, 2012 is consistent with IRC § 402A(c)(4)(E).”

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

Ayes – 7, Nays – 0, Motion Carried

C. District Plan for Students with Disabilities

“RESOLVED THAT, the East Syracuse Minoa Central School District Plan for Students with Disabilities for 2021-2023, as recommended by the Superintendent, be approved.”

“RESOLVED BY MR. ALBANESE, SECONDED BY MRS. CAIN THAT, the Action Item C, as recommended by the Superintendent be approved.”

Ayes – 7, Nays – 0, Motion Carried

D. ESM TV Studio Lease Agreement

“WHEREAS, the Board of Education of the ESM School District desires to enter into up to a 3 year service contract with the Onondaga-Cortland-Madison Board of Cooperative Educational Services (hereafter referred to as OCM BOCES) in order for the Regional Information Center (RIC) to furnish certain services to the District pursuant to Education Law 1950(4)(jj), those services being but not limited to classroom technology and library automation and other instructional technologies in CoSer 562 and/or CoSer 620.”

“NOW, THEREFORE, it is RESOLVED, that the Board of Education of the above School District agrees to enter into a contract with the OCM BOCES for the provision of said services to the District in total over the life of this agreement not to exceed the principal amount of 315,000.00 plus related borrowing fees incurred by the OCM BOCES on behalf of the school district, plus yearly Regional Information Center support during the term of this contract. This amount may be amended with the approval of both parties. Payments will be made as part of a regular annual BOCES contract for services. Further, this contract will be finalized by the Superintendent of the school district and is subject to the approval of the Commissioner of Education for both this multi-year service agreement and the OCM BOCES Installment Purchase contract which will be entered into on behalf of the school district at its request. This contract will be for a maximum period of 3 years commencing on or about March 1, 2021.”

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

Ayes – 7 Nays – 0, Motion Carried

**CONSENT AGENDA:**

Treasurer’s Report (Dec-20)  
Extra Classroom Activity Fund Reports CHS/PGMS (Dec-20)  
Appropriation Status Report (Dec-20)  
Budget Transfers (Dec-20)  
Revenue Status Report (Quarterly)  
Accounts Payable Warrant Reports #25, #27, #29  
Payroll Warrant Reports #24, #26, #28  
Donations  
Estimated Non-Resident Tuition Rates

“RESOLVED BY MRS. CALLAHAN, SECONDED BY MRS. GALLERY, THAT, the Consent Agenda, as recommended by the Superintendent, be approved.”

Ayes –7, Nays – 0, Motion Carried

**PERSONNEL ITEMS:**

A. Retirements

Sherrie Adams, Elementary Teacher (Grade 1) - East Syracuse Elementary, Eff. 06/30/2021  
Kristin Diedrickson, Special Education Teacher - Pine Grove Middle School, Eff. 06/30/2021  
Patricia DiOrio, Social Studies Teacher - Central High School, Eff. 6/30/2021  
Barbara Englehart, Social Worker - Central High School, Eff. 08/15/2021  
Gilbert Flock Jr., Music Teacher - Central High School, Eff. 06/30/2021  
Julie Freeman, Special Education Teacher - Central High School, Eff. 6/30/2021  
Jennifer Kirchoff, English Teacher - Central High School, Eff. 07/01/2021  
Diana McGarrity, Elementary Teacher (Grade 2) - Minoa, Eff. 07/01/2021  
JoAnne Neider, Teaching Assistant (Special Edu.) - Minoa, Eff. 06/30/2021  
Carol Norris, School Counselor - Minoa Elementary, Eff. 06/30/2021  
Elaine Polak, Elementary Teacher (Grade 5) - Fremont, Eff. 06/30/2021

B. Resignation

Michael Finerson, School Bus Driver - Transportation Department, Eff. 2/6/2021

C. Appointments

Annual Instructional Appointment

Timothy Fandrich, Permanent Itinerant Substitute - PGMS, Eff. 02/09/2021-06-30-2021

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

Ayes –7, Nays – 0, Motion Carried

D. Unpaid Leave of Absence Request

“RESOLVED THAT, an unpaid leave of absence request for Angela Smith, as outlined in the enclosed memorandum, be approved.”

“RESOLVED BY MRS. AIRD, SECONDED BY MR. ALBANESE THAT, Personnel Item D, as recommended by the Superintendent, be approved.”

Ayes –7, Nays – 0, Motion Carried

**POLICY DISCUSSION:** None

**POLICY ACTION:** None

RESOLVED BY MRS. CAIN, SECONDED BY MRS. GALLERY THAT, THE REGULAR MEETING BE ADJOURNED AT 8:18 PM”

Ayes - 7, Nays - 0, Motion Carried

Respectfully submitted,

Katherine Skahen  
District Clerk

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



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

A. Adoption of NYS Deferred Compensation Plan

B. Amendment to Roth 403(b) Contributions

C. District Plan for Students with Disabilities

D. ESM TV Studio Lease Agreement

### **CONSENT AGENDA:**

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**V. PERSONNEL ITEMS:**

- A. Retirements
- B. Resignation
- C. Appointments
- D. Unpaid Leave of Absence

**VI. POLICY DISCUSSION: None**

**VII. POLICY ACTION: None**