

**Oxford Academy and Central School District  
Board of Education Meeting - Via Zoom  
May 4, 2020**

Mr. O'Brien called the meeting to order at 12:07 pm.

**Call to Order**

Mr. O'Brien led those present in the flag salute.

**Flag Salute**

Additions: None

**Additions/**

Deletions: None

**Deletions**

Present were Trustees: Timothy O'Brien, Julie Gates, Nathaniel Emerson, John Godfrey and Betsy Locke.

**Present**

Superintendent

John Hillis

Business Administrator

Joseph Gugino

District Clerk

Michele Rice

Primary School Principal

Brian Collier

Middle School Principal

Gregory Lehr

High School Principal Interim

Diane Bucino

Director of Special Education

Dawn Hover

**Visitors**

**Visitors**

None

**Approve Minutes**

Mrs. Gates made a motion, seconded by Mr. Godfrey to approve the meeting minutes of April 20, 2020. Yes-5, No-0, Motion carried.

**Meeting  
Minutes**

**Reports/Presentations**

None

**Leadership Team Updates**

**MS Update**

Mr. Lehr reported MS students are continuing to stay engaged. The work load seems doable. The MS is looking at creative ways to close the end of the school year with awards, etc. The Catalyst Program had a contest with ice cream as the award. It was a good event and will be opened up to all MS students in the future.

Mr. Collier stated the PS is discussing how to end the school year including planning for UPK and 4<sup>th</sup> grade graduation. He reported students continue to complete work and things seem to be going well.

**PS Update**

Mrs. Bucino noted they are continuing to contact students. The teachers are reporting things going well. The HS put together a planning committee to develop a schedule to clean out student lockers. They will start with seniors. The HS is also working on ideas for graduation and have discussed the option of a videographer. Mr. Hillis complemented them on their ideas but cautioned them to not plan too much because the state may enforce perimeters on what can and cannot be done. Mr. Emerson suggested having the Blackhawk News crew do something for graduation.

**HS Update**

Ms. Hover reported special education teachers are continuing to hold virtual resource rooms, helping students and assisting families as needed. They continue to hold CSE meetings three days a week.

**Special  
Programs  
Update**

**Public Comment**

None

## Superintendent's Report

Capital Project Update – Mr. Hillis noted the project is going pretty well. He noted there is a great team in place. One issue with respect to a portion of a bid by Air Temp is being reviewed with all parties. The bid did not include the cost of installation which results in a \$135,000 cost. That portion of the project can be put out to rebid but it will not be consistent with the other building items because Air Temp maintains all controls. Mrs. Gates noted Air Temp has been in business for a long time and should absorb the error if they missed an installation cost. Mr. Hillis will provide an update once it is resolved.

**Capital  
Project  
Update**

## Communications

The BOE acknowledged a letter from Mr. Moren. The building principals reported they have looked at the music program schedule and feel only a few things will change. Mr. Clanton will instruct at the PS and MS, the 2<sup>nd</sup> grade play will be cut from the program and it's possible 5<sup>th</sup> grade band will be eliminated along with the possibility of jazz band in the HS. It was reported that plans to discontinue these items were mentioned prior to Mr. Moren's resignation.

**Correspondence**

## Board Committee Reports

Finance - Met 1/6/20

Policy – 1<sup>st</sup> Reading of Approve/Amend Policies

- #46 – Parents Bill of Rights Relating to Student Data
- #52 – Data Security and Privacy Policy

Buildings & Grounds – Met 2/3/20

Transportation – Met 3/2/20

Personnel – Need to schedule

**BOE  
Committees**

## Old Business

None

## New Business

Mrs. Gates made a motion, seconded by Mr. Godfrey to approve resolutions G1-G2. Yes-5, No-0, Motion carried.

### **05-20(1) G1**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the Parochial School Transportation requests for the following students for the 2020-2021 school year:

Holy Family

**Wren A. Fisher**

**Gordon Smith**

**Parochial  
School  
Transportation  
Requests**

### **05-20(1) G2**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby appoint **Jennifer Davis** as the Data Protection Officer, effective immediately.

**Data  
Protection  
Officer**

## Business Office

Mr. Godfrey made a motion, seconded by Mrs. Gates to approve resolution G3. Yes-5, No-0, Motion carried.

**05-20(1) G3**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the DCMO BOCES billings (contract invoices) for services rendered for March 2020 and April 2020 AS7, Sports Officials Warrants for 3/6/20, and Legislative Breakfast totaling \$724,794.01.

**BOCES  
Invoices**

**Personnel**

Mr. Godfrey made a motion, seconded by Mrs. Gates to approve resolutions C1-C11. Yes-5, No-0, Motion carried.

**05-20(1) C1**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby grant tenure to **Megan Kappauf**, effective September 1, 2020, appointment date September 1, 2016, in the tenure area of Elementary Education.

**Tenure  
M. Kappauf**

**05-20(1) C2**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby grant tenure to **Kaitlyn Korver**, effective September 1, 2020, appointment date September 1, 2016, in the tenure area of Elementary Education.

**Tenure  
K. Korver**

**05-20(1) C3**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby grant tenure to **Emily Conner**, effective September 1, 2020, appointment date September 1, 2016, in the tenure area of Art Education.

**Tenure  
E. Conner**

**05-20(1) C4**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby grant tenure to **Uday Mukhlis**, effective September 1, 2020, appointment date September 1, 2016, in the tenure area of Science Education.

**Tenure  
U. Mukhlis**

**05-20(1) C5**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby grant tenure to **Jeannette Dunckel**, effective September 1, 2020, appointment date September 1, 2016, in the special subject tenure area of Licensed Teacher Assistant.

**Tenure  
J. Dunckel**

**05-20(1) C6**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby grant tenure to **Renee Johnson**, effective September 1, 2020, appointment date September 1, 2016, in the tenure area of Agriculture Education.

**Tenure  
R. Johnson**

**05-20(1) C7**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby grant tenure to **Jennifer Scaturro**, effective September 1, 2020, appointment date September 1, 2017, in the tenure area of English Education.

**Tenure  
J. Scaturro**

**05-20(1) C8**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby grant tenure to **Nicole Schmidt-Crandall**, effective September 1, 2020, appointment date September 1, 2017, in the tenure area of English Education.

**Tenure  
N. Schmidt-  
Crandall**

**05-20(1) C9**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby grant tenure to **Christine Long**, effective October 10, 2020, appointment date October 10, 2017, in the tenure area of Social Studies Education.

**Tenure  
C. Long**

**05-20(1) C10**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby grant tenure to **Kimberly Murrer**, effective September 1, 2020, appointment date September 1, 2017, in the special subject tenure area of Licensed Teacher Assistant.

**Tenure  
K. Murrer**

**05-20(1) C11**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby grant tenure to **Renae Ruff**, effective December 5, 2020, appointment date December 5, 2016, in the special subject tenure area of Licensed Teacher Assistant.

**Tenure  
R. Ruff**

Mr. Emerson made a motion, seconded by Mr. Godfrey to approve resolutions C12-C29, Yes-5, No-0, Motion carried.

**05-20(1) C12**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Booker Davis** in the subject tenure area of Math Education, effective September 1, 2017, probationary period to end September 1, 2021.

**Continuing  
Probation  
B. Davis**

**05-20(1) C13**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Teresa Morrison** in the tenure area of Elementary Education, effective September 1, 2017, probationary period to end September 1, 2021.

**Continuing  
Probation  
T. Morrison**

**05-20(1) C14**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **M. Katharine Palmatier** in the special subject tenure area of Music Education, effective September 1, 2017, probationary period to end September 1, 2021.

**Continuing  
Probation  
M. Palmatier**

**05-20(1) C15**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Malik Clanton** in the special subject tenure area of Music Education, effective September 1, 2017, probationary period to end September 1, 2021.

**Continuing  
Probation  
M. Clanton**

**05-20(1) C16**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Christopher Rovente** in the tenure area of English Education, effective September 1, 2017, probationary period to end September 1, 2021.

**Continuing  
Probation  
C. Rovente**

**05-20(1) C17**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Hannah Vincent** in the special subject tenure area of Special Education, effective October 6, 2017, probationary period to end October 6, 2021.

**Continuing  
Probation  
H. Vincent**

**05-20(1) C18**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Jodi Carey** in the special subject tenure area of School Counselor, effective July 20, 2018, probationary period to end July 20, 2021.

**Continuing  
Probation  
J. Carey**

**05-20(1) C19**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Sara Locke** in the tenure area of Elementary Education, effective September 1, 2018, probationary period to end September 1, 2021.

**Continuing  
Probation  
S. Locke**

**05-20(1) C20**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Brian Collier** in the tenure area of School Building Leader, effective July 1, 2018, probationary period to end July 1, 2022.

**Continuing  
Probation  
B. Collier**

**05-20(1) C21**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Babbett Lehmer** in the tenure area of Elementary Education, effective September 1, 2018, probationary period to end September 1, 2022.

**Continuing  
Probation  
B. Lehmer**

**05-20(1) C22**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Shawn Magrath** in the tenure area of English Education, effective October 8, 2018, probationary period to end October 8, 2022.

**Continuing  
Probation  
S. Magrath**

**05-20(1) C23**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Sandra Acevedo** in the special subject tenure area of Foreign Language Spanish Education, effective October 19, 2018, probationary period to end October 19, 2021.

**Continuing  
Probation  
S. Acevedo**

**05-20(1) C24**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Mikaela Brown** in the special subject tenure area of Music Education, effective October 17, 2018, probationary period to end October 17, 2022.

**Continuing  
Probation  
M. Brown**

**05-20(1) C25**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Kimberly Bohannon** in the special subject tenure area of Licensed Teacher Assistant, effective January 2, 2019, probationary period to end January 2, 2023.

**Continuing  
Probation  
K. Bohannon**

**05-20(1) C26**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Annick Donahue** in the tenure area of Science Education, effective September 1, 2019, probationary period to end September 1, 2022.

**Continuing  
Probation  
A. Donahue**

**05-20(1) C27**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Gregory Lehr** in the tenure area of School Building Leader, effective May 20, 2019, probationary period to end May 20, 2023.

**Continuing  
Probation  
G. Lehr**

**05-20(1) C28**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Amy Glozik** in the special tenure area of Special Education, effective September 1, 2019, probationary period to end September 1, 2023.

**Continuing  
Probation  
A. Glozik**

**05-20(1) C29**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby approve the continuing probationary appointment of **Timothy O'Brien** in the tenure area of Science Education, effective September 1, 2019, probationary period to end September 1, 2023.

**Continuing  
Probation  
T. O'Brien**

Mrs. Gates made a motion, seconded by Mr. Godfrey to approve resolution C30. Yes-5, No-0, Motion carried.

**05-20(1) C30**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Reading Teacher, effective June 30, 2020 for reasons of economy. (Vice: **Karen Selden**)

**Abolish  
Reading  
Position  
K. Selden**

Mrs. Gates made a motion, seconded by Mrs. Locke to approve resolutions UC1-UC13. Yes-5, No-0, Motion carried.

**05-20(1) UC1**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Chanalle Pecka-Tranvaag**)

**Abolish  
Teacher Aide  
Position  
C. Pecka-  
Tranvaag**

**05-20(1) UC2**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Lauren Bullock**)

**Abolish  
Teacher Aide  
Position  
L. Bullock**

**05-20(1) UC3**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Angela Tracy**)

**Abolish  
Teacher Aide  
Position  
A. Tracy**

**05-20(1) UC4**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Andrew Everard**)

**Abolish  
Teacher Aide  
Position  
A. Everard**

**05-20(1) UC5**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Liliana Ferreria**)

**Abolish  
Teacher Aide  
Position  
L. Ferreria**

**05-20(1) UC6**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Nicole Head**)

**Abolish  
Teacher Aide  
Position  
N. Head**

**05-20(1) UC7**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Dawn Finnegan**)

**Abolish  
Teacher Aide  
Position  
D. Finnegan**

**05-20(1) UC8**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Patty Washburn**)

**Abolish  
Teacher Aide  
Position  
P. Washburn**

**05-20(1) UC9**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Lisa DiSalvo**)

**Abolish  
Teacher Aide  
Position  
L. DiSalvo**

**05-20(1) UC10**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Melissa Brown**)

**Abolish  
Teacher Aide  
Position  
M. Brown**

**05-20(1) UC11**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Cassandra Safford**)

**Abolish  
Teacher Aide  
Position  
C. Safford**

**05-20(1) UC12**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Leslie Knapp**)

**Abolish  
Teacher Aide  
Position  
L. Knapp**

**05-20(1) UC13**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Teresa Quigley**)

**Abolish  
Teacher Aide  
Position  
T. Quigley**

Mr. Godfrey made a motion, seconded by Mrs. Gates to approve resolutions UC14-UC15. Yes-5, No-0, Motion carried.

**05-20(1) UC14**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Teacher Aide, effective June 30, 2020 for reasons of economy. (Vice: **Deborah Copeland**)

**Abolish  
Teacher Aide  
Position  
D. Copeland**

**05-20(1) UC15**

**BE IT RESOLVED:** Upon the recommendation of the Superintendent of Schools, that this Board does hereby abolish a full-time position of Custodial Worker, effective June 30, 2020 for reasons of economy. (Vice: **Robert Davidson**)

**Abolish  
Custodial  
Worker  
Position  
R. Davidson**

**Planning**

Mr. O'Brien noted the following reminders.

- June 1, 2020 Regular BOE Meeting, MS conference Room/Zoom, Time TBD

**Reminders**

**Public Comment**

None

**BOE Member Comments/Concerns**

Mrs. Gates suggested sending a card to the Mortensen family.

At 12:43 p.m., Mr. Godfrey made a motion, seconded by Mrs. Locke to enter into executive session for the purpose of other matters made confidential by state or federal law and of collective negotiations and the medical, financial, credit and/or employment history of a particular person or corporation, and/or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation. Mrs. Hover was invited to attend. Yes-5, No-0, Motion carried.

Mr. Godfrey made a motion, seconded by Mrs. Gates to appoint Mr. Hillis Clerk Pro Tem. Yes-5, No-0, Motion carried.

At 12:50 p.m., Ms. Hover was excused from the meeting.

At 1:15 p.m., Mrs. Locke made a motion, seconded by Mr. Godfrey to come out of executive session. Yes-5, No-0, Motion carried.

Mrs. Gates made a motion, seconded by Mr. Godfrey to deny the Oxford Teachers Association Grievance 1-2020. Yes-5, No-0, Motion carried.

There being no further action to come before this Board, Mr. Emerson made a motion, seconded by Mr. Godfrey to adjourn. Yes-5, No-0, Motion carried.

Meeting adjourned at 1:16 p.m.



Michele D. Rice  
District Clerk

**BOE  
Comments**

**Executive  
Session**

**Clerk Pro  
Tem**

**Excused**

**Come out of  
Executive  
Session**

**Deny OTA  
Grievance  
1-2020**

**Meeting  
Adjourned**