

Tuxedo Board of Education- Special Meeting

Thursday, November 5, 2020

Tuxedo Union Free School District
Board of Education
Google Meet Video Conference

7:00PM

Generated by Kristine DiFrancesco on Thursday, November 12, 2020

Members present

Meg Vaught, Dorothy Ziegelbauer, Michael Arone, Kimberly Breiland, Daniel Castricone, Lucy Cerezo Scully, Joe Rickard

Meeting called to order at 7:04 PM

1. Meeting Opening

Procedural: 1.1 Call to Order

Procedural: 1.2 Pledge of Allegiance

Procedural: 1.3 Roll Call and Quorum Check

Action: 1.4 Approval of the Agenda

Motion to approve the agenda as presented.

Motion by Michael Arone, second by Kimberly Breiland.

Final Resolution: Motion Passed

Yes: Meg Vaught, Dorothy Ziegelbauer, Michael Arone, Kimberly Breiland, Daniel Castricone, Lucy Cerezo Scully, Joe Rickard

2. Consent Agenda

Action (Consent): 2.1 Personnel Instructional Appointments

Resolution: Motion to approve instructional appointments as presented.

NAME	POSITION	EFFECTIVE DATE	SALARY
Connie Marie Rao	Music Leave Replacement	11/6/2020	\$70,304*

*Prorated

Motion to approve consent agenda items 2-1-2.3.
 Motion to approve instructional appointments as presented.

Motion by Meg Vaught, second by Michael Arone.
 Final Resolution: Motion Passed
 Yes: Meg Vaught, Dorothy Ziegelbauer, Michael Arone, Kimberly Breiland, Daniel Castricone, Lucy Cerezo Scully, Joe Rickard

Action (Consent): 2.2 Personnel Non-Instructional Appointments

Resolution: Motion to approve personnel non-instructional appointments as presented.

NAME	POSITION	EFFECTIVE DATE	SALARY
Rona Jaeger	Teacher Aide FT	11/6/2020	\$34,492
Elizabeth McKeon*	Teacher Aide FT	11/2/2020	\$32,687
Kristina Doyle	Teacher Aide FT	11/6/2020	\$38,934

*Currently a PT Employee

Motion to approve consent agenda items 2-1-2.3.
 Motion to approve non- instructional appointments as presented.

Motion by Meg Vaught, second by Michael Arone.
 Final Resolution: Motion Passed
 Yes: Meg Vaught, Dorothy Ziegelbauer, Michael Arone, Kimberly Breiland, Daniel Castricone, Lucy Cerezo Scully, Joe Rickard

Action:2.3 Substitutes

Resolution: Motion to approve substitute appointments as presented.

NAME	POSITION	EFFECTIVE DATE	SALARY
Kevin Smith	Substitute Certified	2020-21	\$100/Day
Kaya Renolds	Substitute Non-Certified	2020-21	\$80/Day

Motion to approve consent agenda items 2-1-2.3.
 Motion to approve substitute appointments as presented.

Motion by Meg Vaught, second by Michael Arone.
 Final Resolution: Motion Passed
 Yes: Meg Vaught, Dorothy Ziegelbauer, Michael Arone, Kimberly Breiland, Daniel Castricone, Lucy Cerezo Scully, Joe Rickard

Action: 2.4 Resignations

Resolution: Motion to approve resignations as presented.

NAME	POSITION	

		EFFECTIVE DATE
Stephanie Mancini	School Psychologist	11-30-20
Kevin Ziemba	District Treasurer	11-2-20

Motion to approve resignations as presented with the stipulation that a new resignation letter from Kevin Ziemba be submitted.

Motion by Daniel Castricone, second by Meg Vaught.

Final Resolution: Motion Passed

Yes: Meg Vaught, Dorothy Ziegelbauer, Michael Arone, Kimberly Breiland, Daniel Castricone, Lucy Cerezo Scully, Joe Rickard

Action: 2.5 Policy 3520

Motion to approve the first reading of policy 3520.

Policy 3520: Extraordinary Circumstances

The District considers the safety of its students and staff to be of the utmost importance and is acutely aware that extraordinary circumstances such as widespread illnesses, natural disasters, or other emergency situations may make District premises unsafe or otherwise interrupt the District's ability to effectively operate.

In these circumstances, the District will follow its previously developed policies, procedures, and plans including, but not limited to, the District-wide school safety plan and building-level emergency response plan(s). To the extent that any District policy, procedure, or plan is in any way inconsistent with or conflicts with federal, state, or county law, regulation, or executive order released for the purpose of addressing the extraordinary circumstance, the federal, state, or county law, regulation, or executive order will govern. Additionally, the Board may adopt resolutions or take other actions as needed to respond to changes in federal, state, or county law, regulation, or executive order to provide further direction during an extraordinary circumstance.

Motion by Michael Arone, second by Lucy Cerezo Scully.

Final Resolution: Motion Passed

Yes: Meg Vaught, Dorothy Ziegelbauer, Michael Arone, Kimberly Breiland, Daniel Castricone, Lucy Cerezo Scully, Joe Rickard

Action: 2.6 Policy 6570

Motion to approve the first reading of policy 6570.

Policy 6570: Remote Working

Generally, the District believes that its goals and objectives are best served when employees work in person on District premises. However, the District recognizes that, in certain circumstances, remote working or telecommuting may be advantageous to both the employee and the District. It may also be necessary in the event of extraordinary circumstances such as widespread

illnesses, natural disasters, or other emergency situations.

When making decisions about remote working, the District will take into consideration any applicable laws, regulations, collective bargaining agreements, or existing policies and procedures. This policy will be superseded by any conflicting law, regulation, or collective bargaining agreement.

Remote Working Arrangements

Remote working is not an entitlement or a District-wide benefit. The ability to work remotely is completely at the discretion of the District. Except where specifically provided by an applicable collective bargaining agreement, employees will not be permitted to file a grievance as a result of a denial of their request to work remotely.

To the extent that an employee intentionally puts themselves in a situation that necessitates quarantine, the employee should utilize their paid sick or personal days for the quarantine period.

Upon request, an employee's supervisor, in conjunction with the Superintendent or designee, may grant an employee a full-time, part-time, or short-term remote work arrangement provided that the employee's work is able to be performed remotely and the employee has consistently demonstrated the ability to effectively work independently.

Extraordinary Circumstances

In the event of an extraordinary circumstance such as widespread illness, natural disaster, or other emergency situation, it may be necessary to establish remote working arrangements for some or all employees. In these circumstances, the District will notify employees of whether they are expected to work at home full-time, part-time, or not at all. The District retains the right to change the remote working arrangement for any employee at any time.

Continuity of Work

Unless specifically agreed upon, working remotely will not alter an employee's work schedule, job duties, compensation, benefits, or any other term and condition of employment. Further, while working remotely, employees will be required to remain available during their normal work hours via email, phone, or other means. Failure to respond in a reasonable time frame may result in discipline and/or termination of the remote work arrangement.

Compliance with District Policies and Procedures

District employees who are working remotely are required to comply with any and all applicable District policies, procedures, and other related documents as they normally would if they were working on District premises. Examples include, but are not limited to, the District's policies and procedures on non-discrimination and anti-harassment, protecting the personal information of District employees and students, acceptable use, social media and copyright. Engaging in prohibited conduct may result in disciplinary action as warranted.

Motion by Lucy Cerezo Scully, second by Daniel Castricone.

Final Resolution: Motion Passed

Yes: Meg Vaught, Dorothy Ziegelbauer, Michael Arone, Kimberly Breiland, Daniel Castricone, Lucy Cerezo Scully, Joe Rickard

Action: 2.7 Policy 7150

Motion to approve the first reading of policy 7150.

Policy 7150: Remote Learning**Use of Remote Learning in the District**

The District may offer remote or distance learning to students at certain times including, but not limited to, independent study, enrichment courses, and in the event of extraordinary circumstances such as widespread illnesses, natural disasters, or other emergency situations.

When making decisions about remote learning, the District will consult with students, parents, teachers, administrators, community members, and other stakeholders as appropriate. The District will also ensure that it is complying with applicable teaching and learning requirements.

Extraordinary Circumstances

In the event of an extraordinary circumstance that requires long-term and widespread use of remote learning, a plan will be developed that outlines how the District will accomplish remote learning. This plan will outline the number of students involved, modes of remote learning, asynchronous and synchronous learning opportunities, internet and device access among students, and alternatives available for students who have neither a device nor consistent access. It will also address the needs of different populations of students including, but not limited to, vulnerable students, younger students, students with disabilities, and English language learners.

If warranted, the District may use a hybrid model of in-person instruction and remote learning.

Formats and Methods of Remote Learning

Remote learning may be delivered by teachers through a variety of formats and methods. Instruction may be provided through video, audio, and/or written materials. Communication between teachers and students may occur through video conferencing, prerecorded videos, online discussion boards, and/or other instruction that relies on technology. Remote learning can occur synchronously, which involves realtime interaction and collaboration between teachers and students, or asynchronously, which involves delayed interactions between teachers and students and self-directed learning.

Determinations about how to best deliver remote learning will take into account a variety of factors including, but not limited to, the number of students involved, the subject matter, the students' grade levels, and technological resources of both the District and students. Consideration will also be given to whether accommodations need to be made for students with disabilities or English language learners.

Remote Learning Support

As necessary, the District will provide instruction on using remote learning technology and IT support for students, teachers, and families. The District will also work to ensure that teachers and administrators are provided with professional development opportunities related to designing an effective remote learning experience.

Compliance with District Policies, Procedures, and the Code of Conduct
Teachers and students are required to comply with any and all applicable District policies, procedures, and other related documents as they normally would for in-person instruction. Examples include, but are not limited to, the District's policies and procedures on non-discrimination and anti-harassment, acceptable use, social media and copyright. Students will also be required to abide by the rules contained within the Code of Conduct at all times while engaged in remote learning. Violations of the Code of Conduct and/or engaging in prohibited conduct may result in disciplinary action as warranted.

Privacy and Security of Student and Teacher Data

In compliance with law, regulation, and District policy, the District will take measures to protect the personal information of students and teachers from unauthorized access when using remote learning technologies. Examples of these measures include, but are not limited to, minimizing the amount of data shared to only that which is necessary, deidentifying data, and the use of encryption or an equivalent technical control that renders personally identifiable information unusable, unreadable, or indecipherable to unauthorized persons when transmitted electronically.

Motion by Michael Arone, second by Lucy Cerezo Scully.

Final Resolution: Motion Passed

Yes: Meg Vaught, Dorothy Ziegelbauer, Michael Arone, Kimberly Breiland, Daniel Castricone, Lucy Cerezo Scully, Joe Rickard

3. Presentation

Discussion: 3.1 Bus Consultant

Lou Boffardi, the consultant hired by the district to assist with the Bid/RFP for the buses, gave a presentation to the board on the status of the project. He prepared a bid for a 4 1/2 year contract to begin on January 1, 2021 with specific requirements. Discussion ensued about the district bus drivers and how they would be effected. Mr. Boffardi would be meeting with Mr. Bohlke, Mrs. Martin, Mr. Ziemba and Mr. Rickard in the upcoming week to review the bid specifications.

4. Discussion

Action, Discussion: 4.1 Elementary Spanish Teacher (.8 FTE), ENL Teacher (1.0)

Mr. Bohlke explained ENL service requirements were not being fulfilled in the district and recommended the creation of a new ENL Teacher position to fulfill the additional hours needed to be in compliance . Additionally, he recommended hiring a .5-.8 Spanish teacher for the Elementary School to continue the Spanish program. Joe Rickard requested the personnel counts be included in the next meeting. The board voted to approve the ENL position and table the Spanish teacher until the next meeting when more information was available.

Motion to approve the creation of a ENL Teacher (1.0) position. And discuss Elementary Spanish (.5) position at the next meeting.

Motion by Dorothy Ziegelbauer, second by Dorothy Ziegelbauer.

Final Resolution: Motion Passed

Yes: Meg Vaught, Dorothy Ziegelbauer, Michael Arone, Kimberly Breiland, Daniel Castricone

No: Lucy Cerezo Scully, Joe Rickard

5. Adjournment

Action: 5.1 Adjourn Meeting

Dan Castricone requested that public comment be included in all meetings going forward. Discussion ensued.

Motion to adjourn the meeting.

Motion by Michael Arone, second by Daniel Castricone.

Final Resolution: Motion Passed

Yes: Meg Vaught, Dorothy Ziegelbauer, Michael Arone, Kimberly Breiland, Daniel Castricone, Lucy Cerezo Scully, Joe Rickard

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'K. DiFrancesco', written in a cursive style.

Kristine DiFrancesco
District Clerk