

PROCEEDINGS OF THE BOARD OF EDUCATION  
Work Session Meeting  
June 2, 2021  
6:00 p.m.  
Minutes No. 25

June 2, 2021

6:00 p.m.

Present: President Young, Vice President Linderman, Secretary Sandell, Board Member Cheatham, Board Member Hare, Board Member Kershaw, Board Member Pratt, and Board Member Tobin – 8.

Absent: Trustee Lambalzer - Excused

President Young called the meeting to order at 6:02 p.m.

No. 711 On Motion by Board Member Sandell, seconded by Board Member Linderman, the Board moved into executive session at 6:04 p.m. to discuss the following items:

- to discuss a tentative settlement agreement with LSTU (Lockport Substitute Teachers Union),
- to discuss the designated working schedule for 12-month employees as outlined in both the LASA and LSEA collective bargaining agreements,
- to review a potential MOA for COVID related duties assigned to a specific employee in the LASA collective bargaining agreement,
- to discuss a potential MOA for COVID related duties for one individual's unrepresented contract
- to discuss the evaluation for one employee not represented by a collective bargaining unit,
- student needs protected under FERPA were also discussed.

– Ayes 8.

No. 712 On Motion by Board Member Tobin, seconded by Board Member Linderman, the Board moved out of executive session at 7:01 p.m. – Ayes 8.

The Pledge of Allegiance was led by President Young.

## PRESENTATIONS

- A. LCSD Diversity, Equity, and Inclusivity (DEI) Initiatives – Michelle Bradley, superintendent of schools; Lisa Schrader, assistant superintendent for personnel; Heather McClain, LHS assistant principal; Dr. Bernadette Smith, NPJHS principal; Holly Dickinson, director of grants & district/community programs; Marianne Currie-Hall, executive director of educational services; Sheila Murphy, director of student services

## **DISCUSSION**

- A. NPJHS Renaming Committee
- B. Reviewed the revised proposed agenda for the June 9, 2021 Board of Education meeting.

## **PUBLIC HEARING FOR AMERICAN RESCUE PLAN ACT**

Deborah Coder, Assistant Superintendent for Finance and Management Services

President Young opened the Public Forum.

## **PUBLIC FORUM FOR AMERICAN RESCUE PLAN ACT**

There were no emails/comments.

## **ACTION**

### **BUSINESS MATTERS**

No. 713 On Motion by Board Member Kershaw

RESOLVED: That the district's property and general liability insurance policy and related addendums be renewed from July 1, 2021, through June 30, 2022, at an annual premium of \$290,321.00 through Utica National Insurance Group.

Seconded by Board Member Pratt – Ayes 8.

No. 714 On Motion by Board Member Kershaw

RESOLVED: That the Board of Education enter into a contract with WhyTry, LLC to implement the WhyTry programs at North Park Junior High School, Lockport High School and Lockport High School West in the amount of \$9,838.00,

BE IT FURTHER RESOLVED: That the Superintendent be and she hereby is authorized and directed to sign the contract.

Seconded by Board Member Pratt – Ayes 8.

No. 715 On Motion by Board Member Kershaw

WHEREAS, Professional Service Industries Engineering, PLLC submitted a proposal for Geotechnical Engineering Exploration and Infiltration Testing for the Capital Improvements Project 2021 in the amount of \$16,888.00, and

THEREFORE, BE IT RESOLVED: That the Board of Education does hereby approve Professional Service Industries Engineering, PLLC for the Capital Improvements Project 2021 at a cost of \$16,888.00.

Seconded by Board Member Pratt – Ayes 8.

No. 716 On Motion by Board Member Kershaw

WHEREAS, McIntosh & McIntosh, P.C. submitted a proposal for Surveying Services for the Capital Improvements Project 2021 in the amount of \$74,600.00, and

THEREFORE, BE IT RESOLVED: That the Board of Education does hereby approve McIntosh & McIntosh, P.C. for the Capital Improvements Project 2021 at a cost of \$74,600.00.

Seconded by Board Member Pratt – Ayes 8.

No. 717            On Motion by Board Member Kershaw  
RESOLVED: That the amended 2020-2021 School Calendar be approved as attached.  
Seconded by Board Member Pratt – Ayes 8.

No. 718            On Motion by Board Member Kershaw  
WHEREAS, the Recreation Department of the City of Lockport has requested permission to use the athletic field at North Park Junior High School to display fireworks on Sunday, July 4, 2021 (rain date Monday, July 5, 2021),

THEREFORE, BE IT RESOLVED: That permission be granted allowing the City of Lockport to conduct a fireworks display at North Park Junior High School athletic field on Sunday, July 4, 2021 (rain date Monday, July 5, 2021), under the following conditions:

1.        That the Lockport City School District be named as an additional insured with all insurance policies written in relation to these fireworks displays and copies of endorsements showing such coverage be sent to the Clerk of the Board of Education, such policies to include any insurance policies of the City of Lockport and any insurance policies of the firm conducting the fireworks display,
2.        That any damage to the property of the Lockport City School District, caused by these fireworks displays, be repaired to the satisfaction of the Board of Education of the Lockport City School District and at no cost to the Lockport City School District,
3.        That no employees of the Lockport City School District will be assigned extra duty as a result of these displays,
4.        That the property used for these fireworks displays be returned to the condition that existed prior to its use for these fireworks displays, and

BE IT FURTHER RESOLVED: That the Clerk of the Board of Education be and she hereby is directed to send a copy of this resolution to the Mayor, the City Clerk, and the Executive Director of the Recreation Department of the City of Lockport.  
Seconded by Board Member Pratt – Ayes 8.

No. 719            On Motion by Board Member Kershaw  
WHEREAS, the Board of Education has duly advertised for bids in the Union-Sun on May 7, 2021, for a 2022 Chevrolet Silverado 3500HD CC (CK31003) Truck, 4WD, Regular Cab 146" WB, 60" CA Work Truck or equivalent; a BOSS 9' Super Duty Snowplow with Rubber Deflector, Curb Guards SL3 LED lights and Joystick Controller or equivalent; a KNAPHEIDE 9' Stake Body PVMXS-93C DRW Smooth or equivalent in accordance with specifications, and

WHEREAS, the following bid was submitted in accordance with specifications,

Joe Basil Chevrolet, Inc.	\$50,610.00
Depew, NY	

and

WHEREAS, this bid has been reviewed and it is recommended that the above contract be awarded to Joe Basil Chevrolet, Inc. on the basis of their sole bid in accordance with specifications,

THEREFORE, BE IT RESOLVED: That the Clerk be and she hereby is authorized and directed to notify the above bidder of the award of the contract with payment for same to be made from the General Fund.

Seconded by Board Member Pratt – Ayes 8.

## PERSONNEL MATTERS

No. 720 On Motion by Board Member Tobin

RESOLVED: That the appointment of the following LEA teacher members to the grade 10-12 summer extended learning program be approved, effective July 1, 2021. Teachers will be paid based on the hourly rate of their 2021/2022 annual salary.

a) Kerri Nolan	Gradpoint Coordinator
b) Walter Potocki	Science Teacher
c) Heather Reid	Science Teacher
d) Jeffrey Hulshoff	Social Studies Teacher
e) Karl Griffin	Social Studies Teacher
f) Mary Clyde	Mathematics Teacher
g) Monica Harling	Mathematics Teacher
h) Pat Seidel	Physical Education Teacher
i) Wendy Covell Zbytek	Special Education Teacher
j) Heather Bitka	Technology Support

Seconded by Board Member Linderman – Ayes 8.

No. 721 On Motion by Board Member Tobin

RESOLVED: That the appointment of the following non-LEA teacher members to the grade 10-12 summer extended learning program be approved at the rate indicated below, effective July 1, 2021. The rate will be prorated, as needed based on time worked.

a) Charlene McClain	Gradpoint Assistant	\$2,132
b) Sarah Weller	English Teacher	\$2,132
c) Michelle O'Connor	English Teacher	\$2,132

Seconded by Board Member Linderman – Ayes 8.

No. 722 On Motion by Board Member Tobin

RESOLVED: That the appointment of the following LEA teacher members to the grade 1-6 summer extended learning program be approved, effective June 28, 2021. Teachers will be paid based on the hourly rate of their 2021/2022 annual salary.

Meghan McDonough classroom teacher RBK

Heather Rosenberg classroom teacher RBK

Seconded by Board Member Linderman – Ayes 8.

No. 723 On Motion by Board Member Tobin

RESOLVED: That the appointment of the following non-LEA teacher staff members to the grade 1-6 summer extended learning program be approved at the rate indicated below, effective July 1, 2021. The rate will be prorated, as needed based on time worked.

a) Claudia Carnes	classroom teacher	AM	\$2,193
b) Kelly Corrieri	logistics facilitator	GS	\$1,440
c) Heidi Jo Marciniak	classroom teacher	GS	\$2,193

- d) Lisa Bos                                      classroom teacher    EB                                      \$2,193  
 e) Elaina Blenk                                    classroom teacher    EB                                      \$2,193  
 Seconded by Board Member Linderman – Ayes 8.

No. 724                      On Motion by Board Member Tobin

RESOLVED:            That the appointment of the following LEA teacher members to the grade 7-9 summer extended learning program be approved, effective July 1, 2021. Teachers will be paid based on the hourly rate of their 2021/2022 annual salary.

- |                       |                                 |
|-----------------------|---------------------------------|
| a) Kirsten Provenzano | mathematics teacher             |
| b) Sueann Mullen      | mathematics teacher             |
| c) Robin Pettapiece   | technology support              |
| d) Michelle Burtis    | curriculum writer – mathematics |
| e) Kelly Brandel      | curriculum writer – mathematics |
| f) Jessica Forgette   | curriculum writer – ELA         |
| g) Heather Eusanio    | curriculum writer - ELA         |

Seconded by Board Member Linderman – Ayes 8.

No. 725                      On Motion by Board Member Tobin

RESOLVED:            That the appointment of the following non-LEA teacher staff members as substitute teachers to the grade 1-6 summer extended learning program be approved as indicated below, effective June 28, 2021.

Michelle Weber  
 Cheryl Connolly  
 Nancy Haas  
 Margaret Andrews

Seconded by Board Member Linderman – Ayes 8.

No. 726                      On Motion by Board Member Tobin

RESOLVED:            That the recommendation for tenure be approved for the following professional staff members, effective on the date indicated, following the completion of satisfactory probationary periods:

- |                       |                               |         |
|-----------------------|-------------------------------|---------|
| a) Paul Kowalski      | Principal                     | 7/1/21  |
| b) Julie Schiavone    | Assistant Principal           | 8/1/21  |
| c) Stacey Aliasso     | Director of Special Education | 8/1/21  |
| d) Alexis Barrancotta | School Counselor              | 8/15/21 |
| e) Alicia Tripi       | School Counselor              | 8/15/21 |

Seconded by Board Member Linderman – Ayes 8.

No. 727                      On Motion by Board Member Tobin

RESOLVED:            That the appointment of Curt Nighswander as temporary assistant custodian at the rate of \$15.05 per hour be approved, effective August 15, 2021 through November 14, 2021.

Seconded by Board Member Linderman – Ayes 8.

No. 728            On Motion by Board Member Tobin  
RESOLVED:        That the recommendation for a salary change be approved for Cheryl Connolly to Level III Teaching Assistant at \$29,759 (prorated), effective May 14, 2021.  
Seconded by Board Member Linderman – Ayes 8.

No. 729            On Motion by Board Member Tobin  
RESOLVED:        That the resignation of Eric Siemucha, building maintenance mechanic assistant, be accepted, effective at the end of the day on May 31, 2021.  
Seconded by Board Member Linderman – Ayes 8.

No. 730            On Motion by Board Member Tobin  
RESOLVED:        That the Memorandum of Agreement between the Lockport City School District and the Lockport Education Association be approved, effective July 1, 2021 through June 30, 2022.  
Seconded by Board Member Linderman – Ayes 8.

No. 731            On Motion by Board Member Tobin  
RESOLVED:        That the appointment of Tammy Miller as substitute breakfast monitor at the rate of \$12.50 per hour be approved, effective April 16, 2021.  
Seconded by Board Member Linderman – Ayes 8.

No. 732            On Motion by Board Member Tobin  
RESOLVED:        That the appointment of Shelby Pasquale as substitute teaching assistant at the rate of \$12.50 per hour be approved, effective April 16, 2021.  
Seconded by Board Member Linderman – Ayes 8.

No. 733            On Motion by Board Member Tobin  
RESOLVED:        That the appointment of Karen Sherwood as substitute teaching assistant at the rate of \$13.10 per hour be approved, effective April 16, 2021.  
Seconded by Board Member Linderman – Ayes 8.

No. 734            On Motion by Board Member Tobin  
RESOLVED:        That the resignation of Amanda Alexander as School Secretary I be accepted, effective at the end of the day on June 4, 2021.  
Seconded by Board Member Linderman – Ayes 8.

No. 735            On Motion by Board Member Tobin  
RESOLVED:        That the resignation of Sandra Townsend as noon hour monitor be accepted, effective May 24, 2021.  
Seconded by Board Member Linderman – Ayes 8.

No. 736            On Motion by Board Member Tobin  
RESOLVED:        That the resignation of Deanna Ingraham as special education teacher be accepted, effective June 30, 2021 pending her appointment as an elementary education teacher.  
Seconded by Board Member Linderman – Ayes 8.

No. 737            On Motion by Board Member Tobin  
RESOLVED:        That the appointment of Deanna Ingraham as an elementary education teacher at a salary of \$66,990, step 14 column D+M of the teacher salary schedule be approved, effective July 1, 2021.  
Seconded by Board Member Linderman – Ayes 8.

No. 738            On Motion by Board Member Tobin  
RESOLVED:        That the resignation of Joshua Glaubitz as special education teacher be accepted, effective at the end of the day on June 30, 2021, pending his appointment as social studies teacher.  
Seconded by Board Member Linderman – Ayes 8.

No. 739            On Motion by Board Member Tobin  
RESOLVED:        That the appointment of Joshua Glaubitz as social studies teacher at a salary of \$48,257, step 6 column C+M of the teacher salary schedule be approved, effective July 1, 2021.  
Seconded by Board Member Linderman – Ayes 8.

No. 740            On Motion by Board Member Tobin  
RESOLVED:        That the appointment of Alyssa Cavallari, speech pathologist at a salary of \$47,783, step 1 column D+M of the teacher salary schedule be approved, effective September 1, 2021. This is a four-year probationary appointment with an anticipated tenure date of September 1, 2025. This tenure date is tentative and conditional only. Ms. Cavalleri must meet all requirements of education law and corresponding regulations.  
Seconded by Board Member Linderman – Ayes 8.

No. 741            On Motion by Board Member Tobin  
RESOLVED:        That the resignation of Erin Adams as teaching assistant be accepted, effective August 31, 2021, pending her appointment as special education teacher.  
Seconded by Board Member Linderman – Ayes 8.

No. 742            On Motion by Board Member Tobin  
RESOLVED:        That the appointment of Erin Adams as special education teacher at a salary of \$41,998, step 2 column C of the teacher salary schedule be approved, effective September 1, 2021. This is a four-year probationary appointment with an anticipated tenure date of September 1, 2024. This tenure date is tentative and conditional only. To receive tenure Ms. Adams must receive composite overall APPR ratings of effective or highly effective in at least two of three preceding years. If Ms. Adams receives an ineffective composite or overall APPR rating in her final year of probation, she will not be eligible for tenure at that time. Ms. Adams must meet all requirements of education law and corresponding regulations.  
Seconded by Board Member Linderman – Ayes 8.

No. 743            On Motion by Board Member Tobin  
RESOLVED:        That the resignation of Katrina Szucs as substitute teacher, substitute teaching assistant, and substitute teacher aide be accepted, effective August 31, 2021, pending her appointment as elementary education teacher.  
Seconded by Board Member Linderman – Ayes 8.

No. 744            On Motion by Board Member Tobin  
RESOLVED:        That the appointment of Katrina Szucs as elementary education teacher at a salary of \$42,790, step 1 column C+M of the teacher salary schedule be approved, effective September 1, 2021. This is a four-year probationary appointment with an anticipated tenure date of September 1, 2025. This tenure date is tentative and conditional only. To receive tenure Ms. Szucs must receive composite overall APPR ratings of effective or highly effective in at least two of three preceding years. If Ms. Szucs receives an ineffective composite or overall APPR rating in

her final year of probation, she will not be eligible for tenure at that time. Ms. Szucs must meet all requirements of education law and corresponding regulations.

Seconded by Board Member Linderman – Ayes 8.

No. 745 On Motion by Board Member Tobin

RESOLVED: That the resignation of Robert Luckman as substitute teacher, substitute teaching assistant, and substitute teacher aide be accepted, effective at the end of the day on June 30, 2021, pending his appointment as elementary education teacher.

Seconded by Board Member Linderman – Ayes 8.

No. 746 On Motion by Board Member Tobin

RESOLVED: That the appointment of Robert Luckman as elementary education teacher at a salary of \$43,950, step 2 column C+M of the teacher salary schedule be approved, effective July 1, 2021. This is a four-year probationary appointment with an anticipated tenure date of September 1, 2024. This tenure date is tentative and conditional only. To receive tenure Mr. Luckman must receive composite overall APPR ratings of effective or highly effective in at least two of three preceding years. If Mr. Luckman receives an ineffective composite or overall APPR rating in his final year of probation, he will not be eligible for tenure at that time. Mr. Luckman must meet all requirements of education law and corresponding regulations.

Seconded by Board Member Linderman – Ayes 8.

No. 747 On Motion by Board Member Tobin

RESOLVED: That the resignation of Sydney Etheridge as substitute teacher, substitute teaching assistant, and substitute teacher aide be accepted, effective at the end of the day on June 30, 2021, pending her appointment as elementary education teacher.

Seconded by Board Member Linderman – Ayes 8.

No. 748 On Motion by Board Member Tobin

RESOLVED: That the appointment of Sydney Etheridge as elementary education teacher at a salary of \$40,089, step 3 column B of the teacher salary schedule be approved, effective July 1, 2021. This is a four-year probationary appointment with an anticipated tenure date of January 1, 2024. This tenure date is tentative and conditional only. To receive tenure Ms. Etheridge must receive composite overall APPR ratings of effective or highly effective in at least two of three preceding years. If Ms. Etheridge receives an ineffective composite or overall APPR rating in her final year of probation, she will not be eligible for tenure at that time. Ms. Etheridge must meet all requirements of education law and corresponding regulations.

Seconded by Board Member Linderman – Ayes 8.

No. 749 On Motion by Board Member Tobin

RESOLVED: That the appointment of Leah Flick, as elementary education teacher at a salary of \$42,790, step 1 column C+M of the teacher salary schedule be approved, effective September 1, 2021. This is a four-year probationary appointment with an anticipated tenure date of September 1, 2025. This tenure date is tentative and conditional only. To receive tenure Ms. Flick must receive composite overall APPR ratings of effective or highly effective in at least two of three preceding years. If Ms. Flick receives an ineffective composite or overall APPR rating in her final year of probation, she will not be eligible for tenure at that time. Ms. Flick must meet all requirements of education law and corresponding regulations.

Seconded by Board Member Linderman – Ayes 8.



No. 750 On Motion by Board Member Tobin

RESOLVED: That the appointment of Chelsey Barter, special education teacher at a salary of \$43,950, step 2 column C+M of the teacher salary schedule be approved, effective June 28, 2021. This is a four-year probationary appointment with an anticipated tenure date of January 1, 2025. This tenure date is tentative and conditional only. To receive tenure Ms. Barter must receive composite overall APPR ratings of effective or highly effective in at least two of three preceding years. If Ms. Barter receives an ineffective composite or overall APPR rating in her final year of probation, she will not be eligible for tenure at that time. Ms. Barter must meet all requirements of education law and corresponding regulations.

Seconded by Board Member Linderman – Ayes 8.

No. 751 On Motion by Board Member Tobin

RESOLVED: That the appointment of Caitlin Kurtz, elementary education teacher at a salary of \$42,790, step 1 column C+M of the teacher salary schedule be approved, effective September 1, 2021. This is a four-year probationary appointment with an anticipated tenure date of September 1, 2025. This tenure date is tentative and conditional only. To receive tenure Ms. Kurtz must receive composite overall APPR ratings of effective or highly effective in at least two of three preceding years. If Ms. Kurtz receives an ineffective composite or overall APPR rating in her final year of probation, she will not be eligible for tenure at that time. Ms. Kurtz must meet all requirements of education law and corresponding regulations.

Seconded by Board Member Linderman – Ayes 8.

No. 752 On Motion by Board Member Tobin

RESOLVED: That the resignation of Patricia Oliphant as noon hour monitor, breakfast monitor, attendance caller, and substitute clerical be accepted, effective at the end of the day on June 2, 2021, pending her appointment as School Secretary I.

Seconded by Board Member Linderman – Ayes 8.

No. 753 On Motion by Board Member Tobin

RESOLVED: That the provisional appointment of Patricia Oliphant as School Secretary I at a salary of \$31,958 (prorated) be approved, effective June 3, 2021. This is a twenty-six week probationary appointment with an approximate permanent appointment date of November 11, 2021.

Seconded by Board Member Linderman – Ayes 8.

No. 754 On Motion by Board Member Tobin

RESOLVED: That the appointment of Laura Heron, [REDACTED] as special education teacher at a salary of \$55,132, step 10 column C+M of the teacher salary schedule, be approved, effective September 1, 2021. This is a four-year probationary appointment with an anticipated tenure date of September 1, 2025. This tenure date is tentative and conditional only. To receive tenure Ms. Heron must receive composite overall APPR ratings of effective or highly effective in at least two of three preceding years. If Ms. Heron receives an ineffective composite or overall APPR rating in her final year of probation, she will not be eligible for tenure at that time. Ms. Heron must meet all requirements of education law and corresponding regulations.

Seconded by Board Member Linderman – Ayes 8.

No. 755            On Motion by Board Member Tobin  
RESOLVED:        That the resignation of Whitney Atkins as substitute teacher, substitute teaching assistant, and substitute teacher aide be accepted, effective June 27, 2021, pending her appointment as elementary education teacher.  
Seconded by Board Member Linderman – Ayes 8.

No. 756            On Motion by Board Member Tobin  
RESOLVED:        That the appointment of Whitney Atkins as an elementary education teacher at a salary of \$42,790, step 1 column C+M of the teacher salary schedule be approved, effective June 28, 2021. This is a four-year probationary appointment with an anticipated tenure date of September 1, 2025. This tenure date is tentative and conditional only. To receive tenure Ms. Atkins must receive composite overall APPR ratings of effective or highly effective in at least two of three preceding years. If Ms. Atkins receives an ineffective composite or overall APPR rating in her final year of probation, she will not be eligible for tenure at that time. Ms. Atkins must meet all requirements of education law and corresponding regulations.  
Seconded by Board Member Linderman – Ayes 8.

No. 757            On Motion by Board Member Tobin  
RESOLVED:        That the appointment of Stacie Waddell, [REDACTED]  
[REDACTED] as library media specialist at a salary of \$42,790, step 1 column C+M of the teacher salary schedule be approved, effective September 1, 2021. This is a four-year probationary appointment with an anticipated tenure date of September 1, 2025. This tenure date is tentative and conditional only. Ms. Waddell must meet all requirements of education law and corresponding regulations.  
Seconded by Board Member Linderman – Ayes 8.

No. 758            On Motion by Board Member Tobin  
RESOLVED:        That the resignation of Kathleen Klapp as logistics facilitator for the grade 1-6 summer extended learning program be accepted, effective June 3, 2021.  
Seconded by Board Member Linderman – Ayes 8.

No. 759            On Motion by Board Member Tobin  
RESOLVED:        That the appointment of James Kenyon, as logistics facilitator at Anna Merritt Elementary School for the grade 1-6 summer extended learning program at a stipend of \$1,440 be approved, effective June 3, 2021.  
Seconded by Board Member Linderman – Ayes 8.

No. 760            On Motion by Board Member Hare  
RESOLVED:        That the following policy/regulation be adopted:

- 3425 – Diversity, Equity, and Inclusivity in Education
- 3425R – Diversity, Equity, and Inclusivity in Education Regulation

Seconded by Board Member Sandell – Ayes 8.

## **SPECIAL EDUCATION MATTERS**

No. 761            On Motion by Board Member Tobin  
RESOLVED:        That the minutes from the Committee on Preschool Special Education meetings of May 12, 18, 20, 2021 were approved as attached.  
Seconded by Board Member Sandell – Ayes 8.

6/2/21

No. 762            On Motion by Board Member Hare, seconded by Board Member Tobin, the meeting was adjourned at 9:19 p.m. – Ayes 8.

Deborah A. Coder  
Clerk of the Board