

**Board of Education, Regular Meeting**  
**Thursday, February 11th, 2021**

**CALL TO ORDER:**

A regular meeting of the Board of Education was held remotely via Google Meet and was called to order by Board President Raymond Parmarter at 6:30 p.m., with the following additional board members present: Josh Soper, Rebecca Lyon, Nate Brace, Michael Blake, Brent Doane, and Hannah Murray, as well as Superintendent Jeffrey Kisloski.

**ADJOURN TO EXECUTIVE SESSION:**

At 6:30 p.m., a motion was made by Josh Soper, seconded by Michael Blake, to adjourn to executive session to discuss a particular personnel matter. All board members listed above were present, as well as Superintendent Kisloski. At 6:30 p.m., CSE Chairperson Angela Holmes entered executive session to discuss the CSE/CPSE reports. Mrs. Holmes exited executive session at 6:46 p.m.

**RETURN TO REGULAR SESSION:**

At 6:58 p.m., Hannah Murray made a motion, seconded by Nate Brace, to return to regular session. The motion carried unanimously. All board members listed above were present, as well as Superintendent Jeffrey Kisloski, Jr/Sr High School Principal Wayne Aman, Elementary Principal Katie Volpicelli, Asst. Elementary Principal/Athletic Director Peter Ahart, CSE Chairperson Angela Holmes, Director of Transportation Holly Carling, Director of Curriculum and Instruction Kimberleigh Nichols, Director of Technology Instruction Matt Gelder, Director of Operations Bern Smith, School Business Official Sydney Wade, and Board Clerk Kathlyn Hinkle.

The Pledge of Allegiance was said to begin regular session.

**CSE/CPSE REPORT APPROVED:**

A motion was made by Michael Blake, seconded by Nate Brace, to approve the CSE/CPSE reports, as presented. The motion carried unanimously.

**MINUTES APPROVED:**

A motion was made by Michael Blake, seconded by Hannah Murray, to approve the minutes of the Regular Meeting held on January 21<sup>st</sup>, 2021, as presented. The motion carried unanimously.

**School Business Official Sydney Wade presented her report to the Board.**

This month's packet included the Budget Transfers for January, as well as the expenditure reports. Mrs. Wade updated the Board on the status of the grants. The Title Funds grants, which include Title I, II, and IV, have been approved. The CARES Act Elementary & Secondary School Emergency Relief Funds (ESSER) and Governor's Emergency Education Relief Funds (GEER) were resubmitted on November 23<sup>rd</sup> and are still under review.

Mrs. Wade updated the Board on the State Aid Cuts/Payments. She stated that the New York State Education Department (NYSED) has released an announcement that the NYS Division of the Budget (DOB) will, prior to the end of the 2020-2021 fiscal year, provide approval for NYSED to make State Aid payments to "make districts whole" for any 20% withholds that were made to 2020-2021 State Aid payments. NYSED cannot make the payments until DOB approves and funds them. Districts are to receive all of the State Aid payments for 2020-2021. There will be no 20% withholding. Mrs. Wade stated that she has been very busy with budget preparations. She added that she does not think she will have to run a Revenue Anticipation Note (RAN) in the spring.

**TREASURER'S REPORT ACCEPTED:**

A motion was made by Brent Doane, seconded by Rebecca Lyon, to accept the Treasurer's report, as presented. The motion carried unanimously.

**BUDGET TRANSFERS ACCEPTED:**

A motion was made by Nate Brace, seconded by Josh Soper, to accept the Budget Transfers report for January 2021, as presented. The motion carried unanimously.

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**WARRANTS ACCEPTED:**

A motion was made by Josh Soper, seconded by Michael Blake, to accept the following Warrants for January 2021, as presented: General Fund #37 and School Lunch Fund #19. The motion carried unanimously.

**RECOGNITION OF VISITORS:**

Board President Raymond Parmarter acknowledged the visitors present. Emily Snyder from Ithaca College was present, as well as Sara Loomis, CCSD 3<sup>rd</sup> Grade teacher. No comments were made at this time.

**CONSENT AGENDA:**

Upon the recommendation of Superintendent Kisloski, a motion was made by Rebecca Lyon, seconded by Nate Brace, to approve the following personnel items, pending fingerprint-supported criminal history background checks, where applicable\*:

**Resignations and Retirements:**

Accepted the resignation of **Kevin Jester**, as Modified Boys Basketball Coach for the 2020-2021 season, effective January 30th, 2021, with regret.

Accepted the resignation of **Pam Quinlan**, as Modified Volleyball Coach for the 2020-2021 season, effective February 4th, 2021, with regret.

Accepted the resignation of **Mike Swartz**, as Modified Volleyball Coach for the 2020-2021 season, effective February 4th, 2021, with regret.

Accepted the resignation of **William Allen**, as Modified Wrestling Coach for the 2020-2021 season, effective February 4th, 2021, with regret.

Accepted the retirement of **Philomena TenEyck**, as a Science Teacher 7-12, effective July 1st, 2021, with regret.

Accepted the resignation of **Adam Young**, as JV Boys Soccer Coach for the 2020-2021 season, effective February 5th, 2021, with regret.

**Recommended Appointments:**

Approved the appointment of **Kailin Kittle**, as a Part-Time Teacher Aide, effective February 2nd, 2021 (retroactive), with salary and benefits in accordance with the current Candor Employees Unit contract.

Approved of the *Extra-Curricular Activities* positions for the 2020-2021 school year, with salaries in accordance with the current Extra-Curricular Pay Schedule:

1. **Boyd Andrews** - Modified Boys Basketball Coach
2. **Brittney Noble** - Modified Girls Volleyball Coach
3. Volunteers:
  - a. **Gary Holmes** - Modified Girls Basketball
  - b. **Adam Young** - Varsity Boys Soccer

Approved of the *Substitute Teachers* for the 2020-2021 school year, with salaries in accordance with the current Substitute Teacher Pay Schedule:

1. **Hannah Brown\***: BS Forest Health (EL & HS)

Approved of the *Non-Instructional Substitutes* for the 2020-2021 school year, with salaries in accordance with the current Non-Instructional Substitute Pay Schedule:

1. **Hannah Brown\***: Substitute Teacher Aide (EL & HS)
2. **Mike Rautine**: Substitute Custodial Worker

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### Equipment Disposal List:

Approved the disposal of various equipment items, as presented, which have been deemed to have \$0 value and no further useful life to the District.

### Maternity Leave Request – Wright:

Approved the maternity leave request dated February 5th, 2021, from **Alison Wright**. Mrs. Wright's leave will tentatively begin April 28th, 2021, through the end of the 2020-2021 school year. These dates are tentative upon the recommendation of her physician.

### Civil Service Reclassified Position:

Accepted the following resolution:

"RESOLVED, effective February 12th, 2021, **Jacqueline Winnick** reclassified from Full-Time Aide to Full-Time Transportation and Attendance Aide."

There is no change in salary or benefits for the reclassification.

The motion for all consent agenda items carried unanimously.

### Administrator Reports:

#### Jr/Sr High School Principal Wayne Aman summarized his report to the Board.

Mr. Aman stated that as the second half of the school year begins, he is pleased to share that the two-period instructional days and live instruction for remote learners seem to be going well. Moving forward, there are a few items that will be discussed. One thing is that student grades need to be addressed and what remediation plans, support plans, or assessment strategies should be considered or reconsidered to get students up to passing grades. This issue is not just a Candor issue; all TST BOCES region principals see the same issue. Another consideration is whether the District should bring students into school five days a week. Mr. Aman stated that the District is holding off for now. But they think they can do it safely. The students need to get back to school more as they do better when they are in school. Another topic to be discussed is using what has been learned through the pandemic, and looking at this crisis as an opportunity to rethink the structure and foundations of education, what could be done differently when things get "back to normal". Mr. Aman stated that the focus should be on essential skills.

Mr. Aman stated that he looks forward to having these conversations with the administrative team and interested faculty over the next few months. Hopefully, the lessons learned from the past and present can guide them to a more engaging and productive educational plan for the future.

#### Elementary Principal Katie Volpicelli summarized her report to the Board.

Mrs. Volpicelli gave the Board a COVID update. She stated that the Elementary school was informed of several positive COVID cases between January 27th and February 2nd. Since the positive cases were isolated to a specific area of the building, they decided to take a proactive step and switch the 5th and 6th-grade cohorts to remote learning. In addition, teachers worked remotely on Friday, January 29th and two snow days followed on February 1st and 2nd. As a result, the entire building was clear for five days. The teachers and students easily transitioned to remote learning, which was a testament to the preparedness of all. Parents and families were extremely cooperative and supportive when the news was shared. This was the biggest upswing of cases they have seen. Mrs. Volpicelli is extremely proud of how all was handled as they prioritized the health and safety of students and staff. There was also very little impact on teaching and learning.

Mrs. Volpicelli spoke of teacher planning challenges. She stated that the biggest challenge is that teachers continue to juggle planning for both remote and in-person learners. Each classroom teacher is currently planning for two cohorts of in-person learning, which includes providing remote learning activities for the other half of the day. When one of their in-person learners enters a County mandated quarantine, teachers become faced with supporting the student remotely. There is a great deal of planning required when students make the switch, and it happens suddenly. Teachers continue to find ways to utilize their planning time as efficiently as possible.

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Mrs. Volpicelli informed the Board that Kira Carinci, Coordinator of Professional Learning at TST BOCES, presented an overview of the Science of Reading to the ELA Committee on February 5th. Ms. Carinci has a strong background in teaching reading and research-based practices. As a committee, they are looking forward to using the information she presented to build a common understanding of teaching reading. This will lead to future work of revisiting practices and aligning curriculum.

Mrs. Volpicelli spoke of the Math Committee. She stated that the Elementary staff has gathered a very passionate group of teachers to form a Math Committee. The committee began by looking at the introduction to the NYS Math Standards. They used a text rendering protocol to guide each person in selecting parts of the text that were most important to them. This helped the committee establish a foundation for the next step of prioritizing standards. The Math Committee is also interested in implementing building-wide math initiatives.

Sydney Wade exited the meeting at 7:36 p.m.

**Asst. Elementary Principal/Athletic Director Peter Ahart summarized his report to the Board.**

Mr. Ahart updated the Board on league games. He stated that this year has brought significant changes to the scheduling of games. As a league and school district, they had two options to look at as far as scheduling. One being a traditional IAC schedule with fewer games, playing the typical IAC opponents, traveling to Tompkins County, Chemung County, Schuyler County, and Cayuga County. The other option that was being considered was to participate in a league with only Tioga County schools where they would not travel outside of Tioga County to participate in contests. The latter option also gives them an opportunity to play against opponents they typically do not play against. After realignment of divisions based on the geographic locations of each District they have added Owego to schedule in all sports. Each opponent they have been matched up against is a Tioga County team. They find value in keeping athletes close to home without needing to travel a significant distance to participate in contests. They have not ruled out contests outside of the County; however, they could consider it dependent upon the circumstances (postseason play, availability of opponents, etc.). Additionally, fall State championships, as well as winter and spring State championships, have been canceled by NYSPHSAA. Section IV has not made an official decision on sectionals, and the IAC is strongly considering IAC championships. Mr. Ahart added that the District had the first basketball game on Wednesday, February 10<sup>th</sup>. The game was streamed using the HUDL camera.

Mr. Ahart stated that senior recognition for winter sports will occur in some way, shape, or form. A virtual option is being considered but the department has yet to decide on how senior recognition will look. Some sports may be different than others.

Mr. Ahart informed the Board that one of the doctors who the District frequently works with through Lourdes, Dr. Utsav Hanspal, is offering an injury prevention virtual conference for all Section IV athletes. He has experience in treating recreational athletes, college, and elite athletes. In addition, he serves as the team physician for the Binghamton Devils as well as a reliable resource for student-athletes and their families here in Candor. This virtual conference is yet another advantage of having Lourdes services at the District's disposal. The educational opportunities they can present to student-athletes in and around Candor are a great opportunity. Mr. Ahart thanked student-athlete Shelby Swartz (Junior) for taking part in bringing this great learning opportunity to Section IV's athletes as part of her work on the Student-Athlete Advisory Committee. Shelby partnered with other athletes from Section IV to come up with topics specific to high school athletes that are of particular interest and importance. Shelby reached out to Dr. Hanspal and facilitated this discussion, resulting in this virtual conference.

Mr. Ahart stated that the athletic trainer, Aaron Litman, will be leaving in May as he will be attending graduate school in Pennsylvania. The current plan is to have another athletic trainer from Lourdes take over his responsibilities. This individual will begin working with Mr. Litman in the near future so they may begin integration within the District. This includes working with the athletes, coaches, and staff members, as well as learning all of Candor's procedures. The goal is to have a seamless transition for this individual and Candor by the time Mr. Litman leaves. He has been such an asset to the programs at Candor, providing student-athletes with the best care available. He will be missed, and his shoes will be very difficult to fill. Mr. Ahart thanked Mr. Litman for the hard work and dedication he provided to CCSD Athletics.

Board Member Hannah Murray asked Mr. Ahart if the District will have football and soccer. Mr. Ahart stated that he thinks they will have football based on the number of participants.

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**CSE Chairperson Angela Holmes's report to the Board.**

Mrs. Holmes stated that she did not have any further information to report than what she had already discussed with the Board during executive session.

**Director of Curriculum and Instruction Kimberleigh Nichols summarized her report to the Board.**

Mrs. Nichols thanked the Transportation, Buildings/Grounds & Maintenance, Custodial, and Food Service departments for the work they do to create a healthy, safe, and supportive school environment. Winter weather brings challenges for each of these groups, from navigating buses safely on snow-covered roads, to arriving hours before students to clear parking lots and sidewalks, from ensuring all building systems are functioning, and to adjusting meal plans on the fly.

Mrs. Nichols updated the Board on the curriculum. She stated that Katie Volpicelli and Peter Ahart are continuing their work with Elementary school ELA and math committees. At the high school level, teachers continue to identify what essential learning is and how to engage students. Over the next few weeks, Mrs. Nichols and Matt Gelder will work with Wayne Aman to help create opportunities for teachers to share best practices and make critical curriculum decisions while balancing student needs.

Mrs. Nichols informed the Board that she has had the privilege over the last two weeks to visit teachers' remote classrooms and discuss successes and challenges they have had with student engagement. She walked away from each conversation with a tech tip or instructional strategy that the larger audience of teachers could, and likely would, find useful. She stated that as much as she loves talking with teachers, she knows that providing opportunities where they can collaborate with their peers is even more beneficial. On Friday, February 12th, they will hold a Google Meet for the PK-12 faculty and use "break out rooms" for teachers to share a successful and engaging lesson or activity. They are looking forward to bringing the entire faculty together for some mid-year reflection and good conversation.

**Technology Integration Coordinator Matt Gelder presented his report to the Board.**

Mr. Gelder informed the Board that the last two weeks have been full of Google Meet calls with remote students ensuring that they understand how to access their Live Classes, when to attend their classes, and expectations for classes when they happen. After speaking with about two-thirds of the Jr. High students and a dozen of the Sr. High students, it is clear that the older students were more aware of what was expected for Live Classes. The department will continue to reach out to families that have not received the message so that every student has the information that they need to participate.

Mr. Gelder spoke of the National Institute of Standards and Technology (NIST) framework for Cybersecurity. He stated that the NIST framework is being used by districts across New York State to assess and protect their network infrastructure and sensitive data. There are 107 security categories grouped into five key functions: Identify, Protect, Detect, Respond, and Recover. Mr. Gelder has been going through each of the categories to assess the District's current place in the NIST continuum, from not implemented to fully implemented, to establish a baseline from which to work and a prioritized list of actions that can address the most immediate cybersecurity needs. Mr. Gelder stated that as he goes through the NIST framework, it is clear that Mike Williams, the District's Network Administrator, has done a great job ensuring the security of the network and continues to place a high priority on preventing breaches and exfiltration of sensitive data. Mr. Gelder thanked Mr. Williams for everything he does to keep the District protected from the myriad threats that are faced.

Superintendent Jeffrey Kisloski commented that he appreciates all that Matt Gelder and Mike Williams have done to keep the District cyber safe.

**Director of Transportation Holly Carling summarized her report to the Board.**

Mrs. Carling informed the Board that all is well in the Transportation department. She stated that the drivers deserve a lot of credit for all they do in the inclement weather, and she thanked them for their flexibility and willingness to "go" no matter what. This has been quite the run for the weather.

Mrs. Carling thanked Bern Smith for all he does to get the District up and running with the parking lots and for always answering her questions.

Mrs. Carling thanked Rob Truss and Gary Morse for all of their help in getting the walkways shoveled and sanded.

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Mrs. Carling stated that Kevin Noble and his team at the Town of Candor Highway Department continue to be a blessing to the District. She and Mr. Noble speak almost daily, and he is ready to be wherever is needed, whenever is needed. Mrs. Carling appreciates the highway department's support.

**Director of Operations Bern Smith's report to the Board.**

Mr. Smith did not have much to report this month. He stated that he and the Building and Grounds department have been busy keeping the campus plowed and salted.

**Network Administrator's Log for January 2021 was submitted.**

**Superintendent Jeffrey Kisloski summarized his report to the Board.**

Mr. Kisloski stated that since the last meeting, the weather and COVID-19 cases have brought the most serious challenges to the District since the start of the pandemic in March of 2020.

Mr. Kisloski informed the Board that the budget outlook continues to improve slightly. It would appear that the talk of 20% State Aid cuts has subsided. However, still taking a conservative approach to estimating revenues and expenditures is the only responsible course of action. As with every year, balancing what community residents expect from the school (programs and student supports) with the community's ability to fund the District becomes the true focus of the budget. While it seems the pressures and expectations continue to rise, operating an organization that meets community expectations becomes even more difficult. Therefore, depending on the final revenue vs. expenditure balance, this seems like the appropriate year to take longer-term actions to ensure a more sustainable economic future for the District. Some of these considerations will result in changes in programs and supports for the students.

Mr. Kisloski stated that on Friday, February 5<sup>th</sup>, the District was fortunate to host a vaccination clinic for 100 patrons. He thanked Tioga County for making the arrangements to help keep the community safe.

**Board Comments:**

Michael Blake stated that he appreciates everything that everyone has been doing.

**Recognition of Visitors:**

Board President Raymond Parmarter acknowledged the visitors present at this time. No further comments were made at this time

**Adjournment:**

Board President Raymond Parmarter announced the meeting adjourned at 8:22 p.m.

Respectfully submitted,

Kathlyn M. Hinkle, Clerk of the Board