

REGULAR BOARD OF EDUCATION MEETING  
TICONDEROGA CENTRAL SCHOOL DISTRICT  
**Tuesday, June 22, 2021 at 6:00 p.m.**  
**Jr. Sr. High School Auditorium**

“Sentinels for Excellence”

**AGENDA**

Members Present:

\_\_\_ Mark Russell  
\_\_\_ Erik Leerkes  
\_\_\_ James Wells, Sr.

\_\_\_ Tracey Cross-Baker  
\_\_\_ Seanna Porter  
\_\_\_ John Bartlett

\_\_\_ Eric Rich  
\_\_\_ Robert Dedrick, Sr.  
\_\_\_ Lynne Lenhart

Others Present:

**Call to Order**

**Emergency Evacuation Instructions**

**Pledge of Allegiance**

**Upcoming Events**

6/24/21 - UPK - 12 Early Dismissal Time Starting 11:00 a.m.  
6/25/21 - NO SCHOOL - Emergency Day Giveback  
6/26/21 - Graduation

**Public Participation**

**Consent Agenda**

Recommend the Board of Education approve the consent agenda items 1 through and including 7;

1. **Agenda as Stands**
  - 1.1. June 22, 2021
2. **Approval of Minutes**
  - 2.1. May 25, 2021 (Enc.)
3. **Treasurer's Report** (Enc.)
4. **Schedule of Bills** (Enc.)
5. **Extra Classroom Funds Report for April** (Enc.)
6. **Donation/Grant**
  - 6.1. \$100 to the Robert Palandrani Scholarship from Jacquelyn Palandrani
  - 6.2. Disinfectant Wipes (value \$2,683.12) to the District from Walmart #2424
  - 6.3. \$300 to the Elementary School from the Sons of the American Legion
  - 6.4. \$100 to Ticonderoga Central School District from the First United Methodist Church
7. **Personnel** (Enc.)
  - 7.1. **Preferred Eligibility Recall**
    - 7.1.1. Amy Smith, who is on the Preferred Eligibility List, is being returned to a full-time probationary position in the Elementary tenure area. The probation period will commence on September 1, 2021 and is anticipated to end September 2, 2023. Salary for the 2021-22 school year will be \$51,515 based on Step 3 MS+11.

7.2. **Probationary Appointments**

- 7.2.1. Upon the recommendation of the Interim Superintendent, Kathy Marshall, who is Permanently Certified in the Home Economics area, and who has previously attained tenure, is hereby appointed to an at-will part-time position of Home Economics Teacher. Salary for the 2021-22 school year is \$30,000.
- 7.2.2. Upon the recommendation of the Interim Superintendent, Bradley West, who is Permanently Certified in the School Psychologist area, and who has previously attained tenure is hereby appointed to the position of .6 FTE School Psychologist tenure area for a probation period commencing on September 1, 2021 and anticipated to end on September 2, 2024. Salary for the 2021-22 school year is \$36,201 based on Step 8 MS+39.
- 7.2.3. Upon the recommendation of the Interim Superintendent, Jill Johnson, who is Permanently Certified in the Special Education area, and who has attained tenure, is hereby appointed to the position of Teaching Assistant tenure area for a probation period commencing on September 1, 2021 and anticipated to end on September 2, 2024. Salary for the 2021-22 school year is \$23,000 based on Step 2.
- 7.2.4. Upon the recommendation of the Interim Superintendent, Gary Olcott is hereby appointed to the position of Director of Facilities II (pending Civil Service exam) for a probation period commencing on July 1, 2021 at a salary of \$70,000 for the 2021-22 school year.
- 7.2.5. Upon the recommendation of the Interim Superintendent, Taylor Bolton is hereby appointed to the position of Cleaner for a probation period commencing on July 1, 2021 at a salary based on Step 2 for the 2021-22 school year.
- 7.2.6. Upon the recommendation of the Interim Superintendent, Mandy Moore is hereby appointed to the position of Cleaner for a probation period commencing on July 1, 2021 at a salary based on Step 1 for the 2021-22 school year.
- 7.2.7. Upon the recommendation of the Interim Superintendent, Melissa Fuller is hereby appointed to the position of Food Service Helper for a probation period commencing on September 1, 2021 at a salary based on Step 1 for the 2021-22 school year.

7.3. **Advisors 2021-22**

- 7.3.1. District-Wide Department Chairperson English Language Arts - Kyle Lang
- 7.3.2. District-Wide Department Chairperson Mathematics - Kasey Paige
- 7.3.3. District-Wide Department Chairperson Science - Jennee Iturrino
- 7.3.4. District-Wide Department Chairperson Social Studies - Jody Sutphen
- 7.3.5. Freshman Class Co- Advisor - Michael Iturrino
- 7.3.6. Freshman Class Co- Advisor - Jennee Iturrino
- 7.3.7. Sophomore Class Advisor - Dawn Wojewodzic
- 7.3.8. Junior Class Advisor - Jodi Drinkwine
- 7.3.9. Senior Class Advisor - Kaitlyn Crammond
- 7.3.10. Key Club Advisor - Alex Blanchard
- 7.3.11. National Honor Society Advisor - Jennee Iturrino
- 7.3.12. Senior Project Advisor - Kyle Lang
- 7.3.13. Photo Club Advisor - Britney Shaw
- 7.3.14. Quiz Bowl Advisor - Maria Bagneschi
- 7.3.15. Foreign Language Advisor - Heather York
- 7.3.16. Jr. Sr. High School Yearbook Advisor - Kyle Lang
- 7.3.17. Assistant Director Elementary Play - Michael Edson
- 7.3.18. High School Jazz Band - Michael Iturrino
- 7.3.19. Junior High Band - Nicholas Follett
- 7.3.20. Tutors - Kyle Lang, Alex Blanchard, Kasey Paige, Michele Young, Jennee Iturrino, Maria Bagneschi, Jody Drinkwine

7.4. **Resignation**

- 7.4.1. Amanda Christman - Summer School Itinerant Special Education Teacher, effective June 3, 2021

7.5. **Temporary Appointments**

7.5.1. Upon the recommendation of the Interim Superintendent, Lindsey Gordon, is hereby appointed to the temporary position of Teaching Assistant (uncertified), at a salary of \$22,500 based on Step 1 for the 2021-22 school year effective September 1, 2021.

**Elementary Summer School** (7/6//21 - 7/29/21, 3.5 hrs./day Tuesday - Thursday)

- 7.5.2. Kindergarten Teacher - Colleen Walraven
- 7.5.3. 1st Grade Teacher - Deirdre Doohue
- 7.5.4. 2nd Grade Teacher - Joan Defayette
- 7.5.5. 3rd Grade Teacher - Diane Granger
- 7.5.6. 4th Grade Teacher - Kathy Moore
- 7.5.7. 5th Grade Teacher - Michelle Young
- 7.5.8. 6th Grade Teacher - Nancy Rich
- 7.5.9. Special Education Teachers - Michelle Eggleston, Jessica Cottone
- 7.5.10. Teaching Assistants - Beth Iuliano, Nancy Quesnel

**Jr. Sr. High School Summer School** (7/6//21 - 7/29/21, 3.5 hrs./day Tuesday - Thursday)

- 7.5.11. Science Teacher - Jennee Iturrino
- 7.5.12. Social Studies Teacher - Jay Wells
- 7.5.13. Mathematics Teacher - Kasey Paige
- 7.5.14. Mathematics Teacher - Amber Wright
- 7.5.15. English Language Arts Teacher - Kyle Lang
- 7.5.16. English Language Arts teacher - Jessica Borho

**Special Education Summer School** (7/5/21 - 8/12/2021)

- 7.5.17. Itinerant Special Education Teacher - Jodi Drinkwine
- 7.5.18. 8:1:1 Elementary Teaching Assistant - Cassie LaPier
- 7.5.19. 8:1:1 Elementary Teacher Aide - Theresa Sharkey
- 7.5.20. 8:1:1 Jr. Sr. High School Teaching Assistant - AnnMarie Elethorp

**Summer School Substitutes** (7/5/21 - 8/12/21)

- 7.5.21. Cindy Mitchell

7.6. **Substitutes/Temp on Call Employees**

Temp/on call employee for the 2021-22 school year pending fingerprinting and approval by the State Education Department:

- 7.6.1. Justin Morse - Cleaner

MOTION \_\_\_\_\_ SECONDED \_\_\_\_\_ Yes \_\_\_ No \_\_\_ Abstain \_\_\_

**New Business**

8. **2021-2022 School Year Board of Education Schedule of Meeting Dates** (Enc.)

July 13, 2021	2 <sup>nd</sup> Tuesday
August 17, 2021	3 <sup>rd</sup> Tuesday
September 21, 2021	3 <sup>rd</sup> Tuesday
October 19, 2021	3 <sup>rd</sup> Tuesday
November 16, 2021	3 <sup>rd</sup> Tuesday
December 21, 2021	3 <sup>rd</sup> Tuesday
January 20, 2022	3 <sup>rd</sup> Thursday
February 15, 2022	3 <sup>rd</sup> Tuesday
March 15, 2022	3 <sup>rd</sup> Tuesday
April 12, 2022	2 <sup>nd</sup> Tuesday (Budget Adoption)
May 17, 2022	3 <sup>rd</sup> Tuesday*
June 21, 2022	3 <sup>rd</sup> Tuesday

Budget Vote & Board Member Election will be held Tuesday, May 17, 2022

Board of Education Meetings are held at 6:00 p.m.

*\*Meeting will be held at 7:30 p.m., Budget Vote and Board Member Election results will be accepted at this meeting.*

MOTION \_\_\_\_\_ SECONDED \_\_\_\_\_ Yes \_\_\_ No \_\_\_ Abstain \_\_\_

**9. CEWW BOCES Special Education School Aged Summer School for 2022 Resolution**

WHEREAS, the Ticonderoga Central School District and its Board of Education have consistently appreciated, relied upon and subscribed to this region's Board of Cooperative Educational Services (BOCES) shared services for special education summer programming, on behalf of particular students who have individual education plans (IEPs) calling for such specialized summer services; and

WHEREAS, this region's BOCES has the specialized administrative staff, program staff, facilities, expertise and general mission to provide for such services that are generally not feasible for individual component school districts to implement as efficiently and cost-effectively, as the BOCES offers this service on a shared basis for the component school districts and their Boards of Education; and

WHEREAS, the Ticonderoga Central School District cannot provide special education school aged summer school services in a more cost-effective manner than BOCES, due to the ability of BOCES to offer and provide services to multiple districts who are able to share costs; therefore;

BE IT RESOLVED that the Ticonderoga Central School District intends to participate in the 2022 Special Education School-Aged Summer School, and agrees to pay the actual CEWW BOCES costs for the 2022 summer school; and

BE IT FURTHER RESOLVED, that no later than August 2, 2021, the Clerk of the Board shall notify the CEWW BOCES in writing of the District's commitment as described herein and the District's intent to participate in the 2022 Special Education School-Age Summer School. A copy of this adopted resolution is to be provided to the CEWW BOCES and its District Superintendent.

MOTION \_\_\_\_\_ SECONDED \_\_\_\_\_ Yes \_\_\_ No \_\_\_ Abstain \_\_\_

**10. Resolution Appointing Interim Superintendent of Schools and Approving Employment Agreement (Enc.)**

WHEREAS, the Board engaged a thorough process to seek a full-time Superintendent of Schools upon the retirement of the previous school superintendent; and,

WHEREAS, the Board, engaged a diligent, active search for a successor superintendent of schools but was unable to secure a successful candidate; and,

WHEREAS, the Board has determined it necessary to appoint an Interim Superintendent of Schools to maintain the leadership and integrity of the educational system while it continues to pursue hiring of a full-time superintendent of schools; and,

WHEREAS, the Board previously worked with and was pleased with the leadership of Cynthia Ford-Johnston:

NOW, THEREFORE, BASED UPON THE FOREGOING THE BOARD HEREBY:

1. Appoints Cynthia Ford-Johnston Interim Superintendent of Schools of the Ticonderoga Central School District for a period of time commencing July 12, 2021 and ending no later than June 30, 2022 upon terms of employment mutually agreed to by the Board and Ms. Ford- Johnston as set forth in the attached; and,

2. Approves entering into the attached employment agreement between the Board and Ms. Ford-Johnston and authorizes the Board President to execute the same.

MOTION \_\_\_\_\_ SECONDED \_\_\_\_\_ Yes \_\_\_ No \_\_\_ Abstain \_\_\_

11. **2021-2022 Cooperative Purchasing Resolution**

Be it resolved that the Ticonderoga School District Board of Education agrees to participate in the St. Lawrence/Lewis BOCES Cooperative Purchasing Programs in accordance with the guidelines set forth in the "Cooperative Purchasing Agreement" for the 2021-2022 school year.

MOTION \_\_\_\_\_ SECONDED \_\_\_\_\_ Yes \_\_\_ No \_\_\_ Abstain \_\_\_

12. **Policy 0105 - Equity, Inclusivity and Diversity in Education (Enc.)**  
(Review 5/25/21, Extended Review 6/22/21, Adopt 7/13/21)

**Concluding Reports and Remarks**

13. **Superintendent's Reports/Remarks**

Superintendent's Update - Cynthia Ford-Johnston  
Technology Report (Enc.)

14. **Board Discussion**

**Public Participation**

**Executive Session (if necessary)**

To enter into Executive Session at \_\_\_\_\_ for discussion on: Employment History of a Particular Person(s), Negotiations, Pending Litigation.

MOTION \_\_\_\_\_ SECONDED \_\_\_\_\_ Yes \_\_\_ No \_\_\_ Abstain \_\_\_

**Reconvene**

Reconvene regular session at \_\_\_\_\_

MOTION \_\_\_\_\_ SECONDED \_\_\_\_\_ Yes \_\_\_ No \_\_\_ Abstain \_\_\_

**Adjournment**

To adjourn meeting at \_\_\_\_\_

MOTION \_\_\_\_\_ SECONDED \_\_\_\_\_ Yes \_\_\_ No \_\_\_ Abstain \_\_\_

REGULAR BOARD OF EDUCATION MEETING  
TICONDEROGA CENTRAL SCHOOL DISTRICT  
Tuesday, May 25, 2021 at 6:00 p.m.  
Jr. Sr. High School Auditorium

"Sentinels for Excellence"

MINUTES

**Members Present:**

Erik Leerkes	Tracey Cross-Baker	Eric Rich
James Wells, Sr.	Seanna Porter	Robert Dedrick, Sr.
John Bartlett		

**Members Absent:**

Mark Russell	Lynne Lenhart
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**Others Present:**

Cynthia Ford-Johnston	Scott Nephew	John Dreimiller
Erin Hamel	Tracy Price	John Woods
John Donohue	Matt & Laurie Cossey	

**Call to Order** by Vice President Erik Leerkes at 6:00 p.m.

**Emergency Evacuation Instructions**

**Pledge of Allegiance**

**Upcoming Events**

5/28/21 - 6/1/21 - NO SCHOOL - Memorial Day & Emergency Day Giveback (May 28, Jun. 1)  
6/21, 22 & 23 - UPK - 12 Early Dismissal Time Starting at 1:00 p.m.  
6/22/21 - Board of Education Regular Meeting at 6:00 p.m.  
6/24/21 - UPK - 12 Early Dismissal Time Starting 11:00 a.m.  
6/25/21 - NO SCHOOL - Emergency Day Giveback  
6/26/21 - Graduation

**Public Participation**

**Consent Agenda**

MOTION BY MR. WELLS, SECONDED BY MR. DEDRICK, to approve the consent agenda items 1 through and including 9;

1. **Agenda as Stands**
  - 1.1. May 25, 2021
2. **Approval of Minutes**
  - 2.1. April 20, 2021 (Enc.)
  - 2.2. April 22, 2021 (Enc.)
  - 2.3. May 11, 2021 (Enc.)
  - 2.4. May 18, 2021 (Enc.)
3. **Treasurer's Report** (Enc.)
4. **Schedule of Bills** (Enc.)
5. **Extra Classroom Funds Report for April** (Enc.)
6. **Transfer of Funds Required under Board Policy #6150, Budget Transfers**
7. **CSE, CPSE and 504 Plan Recommendations** (Enc.)
8. **Donation/Grant**
  - 8.1. \$100 to the Cafeteria Fund from First United Methodist Church
  - 8.2. \$100 to the Michael Vigliotti Scholarship from Brian & Laura Kiely
  - 8.3. NY Elks Major Projects, Inc. Grant of \$2,875 to the Jr. Sr. High School Life Skills Class
  - 8.4. Ticonderoga Revitalization Alliance, Inc. RBDG Grant of \$20,642.92 to the Ticonderoga CSD
9. **Personnel** (Enc.)
  - 9.1. **Coaches 2020-21** (Compensation for coaches to be determined)
    - 9.1.1. Unified Basketball Co-Coach - Alex Blanchard
    - 9.1.2. Unified Basketball Co-Coach - Kendra McCoy
  - 9.2. **Resignation**
    - 9.2.1. Karen Chevier - Teacher Aide - Resignation, effective June 30, 2021
  - 9.3. **Temporary Appointments**
    - 9.3.1. Part-Time Tech Helper (6/28/21 - 8/27/21) - Owen Nephew

(Continued)

**Special Education Summer School (7/5/21 - 8/12/2021)**

- 9.3.2. Itinerant Special Education Teacher - Amanda Christman
- 9.3.3. Itinerant Speech Teacher - Diane Smith
- 9.3.4. Itinerant Occupational Therapist - Sarah LaPointe  
**8:1:1 Elementary**
- 9.3.5. Life Skills Teacher - Kari Michalak  
**8:1:1 Jr. Sr. High School**
- 9.3.6. Life Skills Teacher - Alex Blanchard

**Summer School Substitutes (7/5/21 - 8/12/21)**

- 9.3.7. Maria Bagneschi, Christine Hathaway

**Motion Carried:7-0**

**New Business**

- 10. **Coxsackie-Athens 2021-2022 Inter-Municipal Agreement for Labor Relations Services (Enc.)**  
MOTION BY MR. WELLS, SECONDED BY MR. DEDRICK, to authorize Interim Superintendent of Schools to sign agreement

**Motion Carried:7-0**

- 11. **Policy 0105 - Equity, Inclusivity and Diversity in Education (Enc.)**  
(Review 5/25/21, Adopt 6/22/21)

- 12. MOTION BY MR. WELLS, SECONDED BY MR. DEDRICK, to approve the REVENUE ANTICIPATION NOTE RESOLUTION, DATED MAY 25, 2021 AUTHORIZING THE ISSUANCE OF UP TO \$1,200,000 AGGREGATE PRINCIPAL AMOUNT REVENUE ANTICIPATION NOTES OF THE TICONDEROGA CENTRAL SCHOOL DISTRICT, IN ESSEX COUNTY, NEW YORK, PURSUANT TO THE LOCAL FINANCE LAW, IN ANTICIPATION OF THE RECEIPT OF STATE AID TO BE RECEIVED IN AND FOR THE SCHOOL DISTRICT IN ITS FISCAL YEAR ENDING JUNE 30, 2022.

**WHEREAS**, the Ticonderoga Central School District (the "School District"), a school district and a political subdivision of the State of New York (the "State"), located in Essex County, desires to issue revenue anticipation notes in anticipation of the receipt of State aid to be received in and for the School District in its fiscal year ending June 30, 2022; and

**WHEREAS**, the receipt of such State aid is expected to be received before the close of the School District's 2021-2022 fiscal year; and

**WHEREAS**, \$5,356,272.34 of such State aid to be received in such fiscal year has been received as of the date hereof, leaving at least \$1,200,000 of such State aid not yet received in such fiscal year; and

**WHEREAS**, during the fiscal year ending June 30, 2022, the actual amount of State aid received by the School District is expected to be \$8,115,410; and

**WHEREAS**, no revenue anticipation notes prior to the date of this resolution have been authorized to be issued in anticipation of the receipt of such State aid in such fiscal year;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Education of the Ticonderoga Central School District, as follows:

Section 1. There are hereby authorized to be issued revenue anticipation notes of the Ticonderoga Central School District (the "School District") in one or more series, in the aggregate principal amount of up to \$1,200,000 pursuant to the Local Finance Law in anticipation of the receipt of State aid to be received in and for the School District in its fiscal year ending June 30, 2022; provided, however, that no such notes shall be issued under this resolution at any time in an amount which exceeds the "cumulative cash-flow deficit", within the meaning of the applicable Internal Revenue Code regulations, with respect to such notes. Such notes shall be designated "Ticonderoga Central School District Revenue Anticipation Notes, Series 2021" (the "Notes").

Section 2. The Notes shall be dated, shall mature, shall be in such denominations and series and shall bear interest at the rate or rates of interest per annum, determined at the time of the sale of the Notes by the President of the Board of Education of the School District at private sale or public sale in accordance with the provisions of the Local Finance Law of the State and Chapter 2 of the New York Code of Rules and Regulations.

Section 3. The Board of Education of the School District has ascertained and hereby states that (a) at least \$1,200,000 of such State aid remains unreceived as of the date hereof for the fiscal year of the School District ending June 30, 2022; (b) no revenue anticipation notes have heretofore been authorized to be issued in anticipation of the receipt of such State aid; (c) no amount has been or will be included in the annual budget of the School District for such fiscal year to offset, in whole or in part, any anticipated deficiency in the receipt during such fiscal year of such State aid to be received for such fiscal year; (d) the Notes are to be issued in anticipation of the receipt of revenues other than real estate taxes and assessments; (e) the date of maturity of the Notes and renewals thereof shall not be extended beyond 2024, which is the close of the applicable period provided in Section 25.00 of the Local Finance Law for the maturity of the Notes; and (f) all earnings from the proceeds of the Notes, if any, shall be applied for payment of interest on the Notes when due and payable or for payment of other governmental purposes of the School District within the meaning of the United States Treasury Regulations or other such regulations in effect or proposed on the date of the Notes.

(Continued)

Section 4. Pursuant to the provisions of Sections 30.00, 50.00, 56.00 and 60.00, inclusive, of the Local Finance Law, the power to sell, issue and deliver and to prescribe the terms, form and contents of the Notes is hereby delegated to the President of the Board of Education of the School District, as the chief fiscal officer of the School District. The President of the Board of Education of the School District is hereby authorized to execute the Notes on behalf of the School District and the School District Clerk is hereby authorized to affix the seal of the School District to the Notes and to attest such seal. The President of the Board of Education of the School District is hereby authorized to deliver the Notes to the purchaser thereof upon receipt in full of the purchase price thereof.

Section 5. The faith and credit of the School District hereby is and shall be irrevocably pledged for the punctual payment of the principal of and interest on all obligations authorized and issued pursuant to this resolution, as the same shall become due.

Section 6. The President of the Board of Education of the School District is hereby directed to file with the Board of Education of the School District certificates reporting the date of the Notes, the date the Notes mature, the rates of interest payable on the Notes, the purchaser of the Notes and a statement to the effect that the power of the President of the Board of Education of the School District to sell, issue and deliver the Notes is in full force and effect and has not been modified, amended or revoked prior to the delivery of and payment for the Notes, and such other certificates as may be delivered to the purchaser or purchasers of the Notes.

Section 7. In the absence of the President of the Board of Education, the Vice President of the Board of Education of the School District is hereby authorized to exercise the power referred to in Sections 4 and 6 of this resolution.

Section 8. The School District covenants for the benefit of the holders of the obligations authorized herein that it will not make any use of the proceeds of such obligations, any funds reasonably expected to be used to pay the principal of or interest on such obligations or any other funds of the School District, and will not make any use of the facilities financed with the proceeds of such obligations which would cause the interest on such obligations to become subject to federal income taxation under the Internal Revenue Code of 1986, as amended (the "Code") (except for the alternative minimum tax imposed on corporations by Section 55 of the Code) or subject the School District to any penalties under Section 148 of the Code, and that it will not take any action or omit to take any action with respect to such obligations, the proceeds thereof or any facilities financed thereby if such action or omission would cause the interest on such obligations to become subject to federal income taxation under the Code (except for the alternative minimum tax imposed on corporations by Section 55 of the Code) or subject the School District to any penalties under Section 148 of the Code. The foregoing covenants shall remain in full force and effect notwithstanding the defeasance of such obligations or any other provisions hereof until the date which is 60 days after the final maturity date or earlier prior redemption date thereof. The proceeds of such Notes may be applied to reimburse expenditures or commitments made for such purpose on or after a date which is not more than 60 days prior to the adoption date of this revenue anticipation note resolution by the School District.

Section 9. For the benefit of the holders and beneficial owners from time to time of the obligations authorized pursuant to this resolution (the "obligations"), the School District agrees, in accordance with and as an obligated person with respect to the obligations, under Rule 15c2-12 promulgated by the Securities Exchange Commission pursuant to the Securities Exchange Act of 1934 (the "Rule"), to provide or cause to be provided such financial information and operating data, financial statements and notices, in such manner, as may be required for purposes of the Rule. In order to describe and specify certain terms of the School District's continuing disclosure agreement for that purpose, and thereby to implement that agreement, including provisions for enforcement, amendment and termination, the President of the Board of Education of the School District is authorized and directed to sign and deliver, in the name and on behalf of the School District, the commitment authorized by subsection 6(c) of the Rule (the "Commitment") to be placed on file with the School District Clerk, which shall constitute the continuing disclosure agreement made by the School District for the benefit of holders and beneficial owners of the obligations in accordance with the Rule, with any changes or amendments that are not inconsistent with this resolution and not substantially adverse to the School District and that are approved by the President of the Board of Education of the School District on behalf of the School District, all of which shall be conclusively evidenced by the signing of the Commitment or amendments thereto. The agreement formed, collectively, by this paragraph and the Commitment, shall be the School District's continuing disclosure agreement for purposes of the Rule, and its performance shall be subject to the availability of funds and their annual appropriation to meet costs the School District would be required to incur to perform thereunder. The President of the Board of Education of the School District is further authorized and directed to establish procedures in order to ensure compliance by the School District with its continuing disclosure agreement, including the timely provision of information and notices. Prior to making any filing in accordance with the agreement or providing notice of the occurrence of any material event, the President of the Board of Education of the School District shall consult with, as appropriate, the School District attorney and bond counsel or other qualified independent special counsel to the School District. The President of the Board of Education of the School District acting in the name and on behalf of the School District, shall be entitled to rely upon any legal advice provided by the School District attorney or such bond counsel or other special counsel in determining whether a filing should be made.

Section 10. A resolution adopted by the Board of Education of the School District intending and purporting to be a revenue anticipation note resolution is hereby ratified, approved and confirmed as a valid revenue anticipation note resolution and said resolution and this resolution are and shall be and shall be deemed to be one in the same respecting all provisions of the laws and constitution of the State.

Section 11. This resolution shall take effect immediately.

Motion Carried:7-0



**Concluding Reports and Remarks**

13. **Superintendent's Reports/Remarks**  
Superintendent's Report - COVID/School Safety Update (Enc.)  
Technology Report (Enc.)
14. **Board Discussion**
  - Use of Facilities Discussion

**Public Participation**

**Executive Session (if necessary)**

MOTION BY MR. WELLS, SECONDED BY MR. RICH, to enter into Executive Session at 6:30 p.m. for discussion on: Employment History of a Particular Person(s), Negotiations, Pending Litigation.

**Motion Carried:7-0**

**Reconvene**

MOTION BY MRS. CROSS-BAKER, SECONDED BY MR. DEDRICK, to reconvene regular session at 6:46 p.m.

**Motion Carried:7-0**

**Adjournment**

MOTION BY MR. DEDRICK, SECONDED BY MRS. CROSS-BAKER, to adjourn meeting at 6:47 p.m.

**Motion Carried:7-0**

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Erin Hamel, District Clerk



**TICONDEROGA CENTRAL SCHOOL DISTRICT**

5 CALKINS PLACE  
TICONDEROGA, NY 12883  
518-585-7442 Ext. 1135

“SENTINELS FOR EXCELLENCE”

**BOARD OF EDUCATION MEETING DATES**  
**2021-22 SCHOOL YEAR**

July 13, 2021	2 <sup>nd</sup> Tuesday
August 17, 2021	3 <sup>rd</sup> Tuesday
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April 12, 2022	2 <sup>nd</sup> Tuesday (Budget Adoption)
May 17, 2022	3 <sup>rd</sup> Tuesday*
June 21, 2022	3 <sup>rd</sup> Tuesday

Budget Vote & Board Member Election will be held Tuesday, May 17, 2022

Board of Education Meetings are held at 6:00 p.m.

**APPROVED BY THE BOARD OF EDUCATION ON JUNE 22, 2021**

*\*Meeting will be held at 7:30 p.m., Budget Vote and Board Member Election results will be accepted at this meeting.*

## EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement") is made this 22 day of June, 2021 and between the Board of Education ("Board") of the Ticonderoga Central School District ("District") and **Cynthia Ford-Johnston** ("Interim Superintendent") (collectively, "the Parties").

**WHEREAS**, the Board desires to hire an Interim Superintendent of Schools for the District;

**WHEREAS**, Mrs. Ford-Johnston is willing to serve as Interim Superintendent of School for the District;

**WHEREAS**, Mrs. Ford-Johnston currently possesses a valid certificate to work as Superintendent of Schools in New York State; and

**WHEREAS**, the Parties have reached agreement on the terms under which Mrs. Ford-Johnston shall be employed as the District's Interim Superintendent of School;


**NOW, THEREFORE**, in consideration of the mutual promises set forth below, it is hereby agreed by and between the parties as follows:

1. **APPOINTMENT:** The Board and Mrs. Ford-Johnston agree that, pursuant to a resolution duly passed on June 22, 2021 Mrs. Ford-Johnston shall be employed by the Board as Interim Superintendent of Schools effective July 12, 2021 through June 30, 2022 in accordance with the terms and conditions of employment set forth herein. The term of this Agreement shall continue through June 30, 2022 unless otherwise extended or terminated as set forth in Paragraph 2 herein. Should none of the actions set forth in Paragraph 2 take place, Mrs. Ford-Johnston's appointment as Interim Superintendent shall terminate on June 30, 2022:
2. **TERM:** The term of this Agreement shall continue through June 30, 2022 consistent with the following:
  - a. The Parties may mutually agree to terminate this Agreement prior to June 30, 2022 upon mutually agreeable terms;
  - b. The Board may, with or without cause, terminate this Agreement upon thirty (30) days prior written notice to Mrs. Ford-Johnston. In case of such termination, the salary to be paid to Mrs. Ford-Johnston for the period of time served shall be pro-rates;
  - c. Mrs. Ford-Johnston may terminate this Agreement upon thirty (30) days prior written notice to the Board;

- d. The Parties may mutually agree to employ Mrs. Ford-Johnston as Interim Superintendent for a period beyond that set forth in Paragraph 1 herein. Any such Agreement shall be set forth in a new Agreement, the terms of which shall be negotiated by and between the Parties. The terms of any successor employment shall be mutually agreed to by the Parties.
3. **TIME AND ENERGY:** Mrs. Ford-Johnston agrees she will devote her time, energy and attention to the business of the District and will perform to the best of her ability all of the duties of such office as are more fully set forth in New York State Education Law § 1711 and such other duties as the Board may prescribe. Mrs. Ford-Johnston's performance of the foregoing duties shall be under the direction and control of the Board. The Board grants Mrs. Ford-Johnston flexibility to work remotely as appropriate.
  4. **BOARD REFERRAL:** The Board shall promptly and discreetly refer to Mrs. Ford-Johnston for her study and recommendation any substantive criticism, complaints, suggestions or communication regarding the administration of the District or the Superintendent's performance of her duties.
  5. **CERTIFICATE:** Mrs. Ford-Johnston agrees she shall possess and maintain a certificate validly issued by the New York State Education Department to serve as Superintendent of Schools and shall adhere to any and all requirements for serving in such position.
  6. **COMPENSATION:** The Board agrees to pay Mrs. Ford-Johnston a per diem rate of \$600.00 per day for her services as the District's Interim Superintendent during the term of this Agreement (July 12, 2021 – June 30, 2022). Salary payments will be subject to federal and state tax withholdings and FICA contributions. The Parties understand that this payment is in compliance with New York State Retirement and Social Security Law and regulations of Commissioner of Education concerning public retirees returning to work for a New York State Employer.
  7. **LEAVE TIME:** Mrs. Ford-Johnston will follow the District calendar, and shall be granted up to ten(10) paid days per year for use as sick/personal leave.
  8. **JURY DUTY:** In the event Mrs. Ford-Johnston is required to perform jury duty she shall receive her full pay for the District and shall waive the pay from jury duty services.
  9. **COMPUTER RELATED TECHNOLOGY:** Mrs. will be provided with a laptop computer and appropriate software to perform business related functions while away from the office (during weekends and evenings).
  10. **OTHER BENEFITS:** Except as otherwise specified in the Agreement or agreed to by the Parties, Mrs. Ford-Johnston shall not be entitled to any employee benefits not otherwise listed herein.

11. **EXPENSES:** The Board agrees to reimburse Mrs. Ford-Johnston for reasonable and normal expenses incurred by her in the performance of the duties of Interim Superintendent of Schools upon submission of appropriate claims and approval thereof by the Board.
  - a. **MILEAGE:** Mileage reimbursement for official travel shall be at the IRS rate. Mileage for travel to/from/between Ms. Ford-Johnston's home and the District is not considered official travel and will not be reimbursed.
  - b. **DISTRICT VEHICLE:** Mrs. Ford-Johnston is so desired may use school vehicles for school-related business.
  - c. **MEETINGS/CONFERENCES:** Mrs. Ford-Johnston is authorized to incur reasonable expenses in the discharge of her duties, including, but not limited to, expenses for travel for required attendance at conferences or meetings. Attendance at meetings outside Clinton and Essex Counties, by the Interim Superintendent requires prior Board approval. However, the Interim Superintendent shall be permitted to attend meeting within the BOCES, or with New York State Education Department, upon notice to the Board.
  
12. **INDEMNITY:** The Board agrees to provide legal counsel and to indemnify the Interim Superintendent against any uninsured financial loss arising out of any proceeding, claim, demand, suite or judgment by reason of negligence or other non-intentional conduct resulting in bodily or other injury to any person or damage to the property of any person committed while the Interim Superintendent is acting within the scope of her employment or at the direction of the Board. The Board agrees, as a further condition of this Agreement, that it shall defend, hold harmless and indemnify the Interim Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Interim Superintendent in her individual capacity or in her official capacity as agent and employee of the District, provided the incident arose while the Interim Superintendent was acting within the scope of her employment or under the direction of the Board to the full extent allowable by law, provided that the Interim Superintendent provides the Board with timely notice to such actions. This paragraph shall survive the term and be enforceable after the termination of this agreement.
  
13. **APPLICABILITY:** This Agreement is subject to all applicable laws, rules, regulations, decisions and any final and binding order of the Commissioner of Education, which may impact its terms.
  
14. **SOLE AGREEMENT:** This Agreement represents the sole agreement between the parties hereto and may not be amend except by the subsequent agreement in writing signed by Mrs. Ford-Johnston and the President of the Board, pursuant to a Board resolution authorizing the President to do so.

**IN WITNESS WHEREOF**, the parties have set their hands and seals on the date(s) indicated below.

By:   
\_\_\_\_\_  
M. Mark Russell, President  
Board of Education  
Ticonderoga Central School District

Date: June 22, 2021

  
\_\_\_\_\_  
Cynthia Ford-Johnston  
Interim Superintendent of Schools  
Ticonderoga Central School District

Date: June 22, 2021

**EQUITY, INCLUSIVITY AND DIVERSITY IN EDUCATION**

Equity is a focus of New York's Every Student Succeeds Act (ESSA) plan. Equity in education is about providing each student with what they need to succeed. Equality is treating everyone the same, not all learners begin at the same place, and not all learners have the same needs. The support one student needs should and will rightfully differ from that of another.

The Board of Education is committed to creating and maintaining a positive and inclusive learning environment where all students, especially those currently and historically marginalized, feel safe, included, welcomed, and accepted, and experience a sense of belonging and academic success.

**Generally Accepted Beliefs and Agreements**

All students deserve to have equal access to opportunity regardless of skin color, religion or creed, gender, gender identification, sexual orientation, the language they speak or ethnic background. This belief is fundamental to our UPK-12 education program. The District also recognizes that some students have been marginalized due to inequities associated with aspects of their identities including, but not limited to, socioeconomic status, race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex; sexual orientation, or gender (including gender identity and expression).

The District does not support turning a blind eye toward, discrimination of, and marginalization of any people or groups of people, whether intentional or not. Such actions damage the individuals and groups targeted and the community as a whole.

Through this policy the District is committed to analyzing and addressing the root causes of inequities where they are found to exist and in so doing enhance learning opportunities throughout the District.

**Goals**

To achieve educational equity and inclusive education, the District acknowledges the presence of socioeconomically disadvantaged and culturally diverse students. The District recognizes the need for students to find relevant connections among themselves, the subject matter taught and the tasks teachers request be completed.

The District will develop the individual and organizational knowledge, attitudes, skills, and practices to create culturally responsive learning and working environments that expect and support high academic achievement for students and employees. This includes cultural nuances aligned to the layers of our students' lives, i.e. poverty, religion or lack of religious affiliation, or language of origin.

In order to realize these goals, the Board, its officers, and employees, should be conversant in the historical injustices and inequalities that have shaped our society and recognize and eliminate the institutional barriers, including racism and biases, which contribute to disparate educational outcomes within our schools.

**Policy 0105**  
**Goals and Objectives**

Equity and inclusive education aims to understand, identify, address, and eliminate the biases, barriers, and disparities that limit a student's chance to graduate high school prepared for college, for a career, and for life.

The Superintendent or designee(s) will ensure curriculum and instructional materials reflect the Board's commitment to educational equity. Curriculum and instructional materials shall reflect diversity and include a range of perspectives and experiences, particularly those of historically underrepresented groups in a progressive and strengths-based depiction. Curriculum materials shall be examined for bias, by all appropriate stakeholders, including teachers and students and their families. Class instructional activities and extracurricular programs shall be designed to provide opportunities for cross-cultural experiences that foster respect for diversity.

Equity and inclusive education is an ongoing process requiring shared commitment and leadership to meet the ever-evolving society, unique learning needs of students, and diverse backgrounds of our communities and schools. The Board understands that equity and inclusive education is achieved when each adult collaborates and affirms each student by creating a respectful learning environment inclusive of actual or perceived personal characteristics.

Educational equity is based on the principles of fairness and ensuring every student has access to the resources and educational rigor they need at the right moment in their education, despite any individual's actual or perceived personal characteristics, not to be used interchangeably with principles of equality, treating all students the same.

Inclusive education is based on the principles of acceptance and inclusion of all students. Students see themselves reflected in their curriculum, their physical surroundings and the broader environment, in which diversity is honored and all individuals are respected. Our students must be seen by all faculty members, and honored for who they are within our culture, AND also within our instructional design and daily educational routines and practices.

Diversity in education means students, staff, families and community are our greatest strength and diversity is viewed as an asset. Diversity means the condition of being different or having differences, including, but not limited to, sex, race, ethnicity, sexual orientation, gender, age, socioeconomic status, religion, and ability, and other human differences. Embracing these diversities and moving beyond tolerance to inclusivity and student-specific rigor and validation will help the district reach our goal of creating a community that ensures that each and every voice is heard and responded to with action steps.

**Accountability, Transparency and Review**

The Board accepts responsibility and will be accountable for students having access to quality education, qualified teachers, challenging curriculum, opportunity to learn, and sufficient, individually-tailored support for learning so they can achieve academically and socially.

The District accepts its responsibility for moving forward on this journey and committing time, energy and resources to develop a more equitable, inclusive, and diverse welcoming environment for students, parents and staff.

The Board directs training programs be established for students and for employees to raise awareness of the issues surrounding socioeconomic diversity and the impacts of poverty on learning, cultural responsiveness, equity and inclusion and to implement preventative measures



**Policy 0105**  
**Goals and Objectives**

to help counteract biases and practices that perpetuate achievement disparities and lead to disproportionate levels of student success. Age-appropriate instructional materials will be incorporated into the curriculum to educate students so that they can learn from a diverse range of experiences and points of view. Curricular materials and staffing decisions will support these efforts.

The Board of Education and the Superintendent will monitor and review the metrics and equity activities and adjust accordingly. Such review shall take place at least annually.

**Equity Policy Communication**

To be successful in this endeavor, it is imperative that all members of the school community are aware of this policy. The Superintendent shall ensure this policy is posted in areas visible to both staff and students.

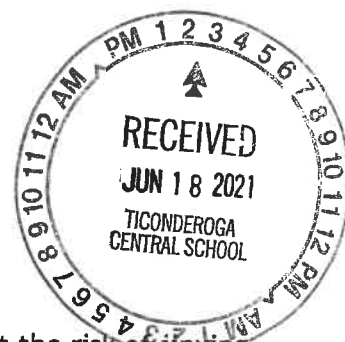
**Policy Enforcement**

The Board directs the Superintendent or designee(s) to enforce this policy and create regulations and practices to implement this policy. The Board will annually review the District's implementation of this policy and take appropriate action to ensure compliance with and enforcement of this policy.

Adoption Date:

6/18/2021

## Technology Update



The January Technology Update ended with the following statement: “At the risk of jinxing the Technology department, if we maintain our regular seasonal purchases of devices, I feel good about our current Chromebook situation for the next 18-24 months.”

Now I’m a little less confident with that statement.

To date at the Jr/Sr High School, we have had 44 broken chromebooks. This does not include any Chromebooks that I have swapped parts, or otherwise repaired and made serviceable again. 44 is the number of Chromebooks that are now completely out of commission. This number also does not include breakage at the K-6 building. I will not have final numbers for either building for at least a few weeks as we continue to try and collect the laptops.

We have also begun to collect some Chromebooks in grades 7-12. Of the four classrooms I’ve been to, six students believe they have lost their Chromebook and we are seeing about a 20% loss rate of chargers.

While discussing our Chromebook collection process with staff last week, many teachers expressed an interest in returning to our old system of classroom clusters. Teachers found that when students were left to manage the device themselves, when it came time to use the machine in the classroom, some students had forgotten their laptop at home, it wasn’t charged, or they had left it in another class.

At this time, the Administrative team has discussed moving back to classroom carts at the 7-12 building and leaving 1-6 as is. We realize there will be different challenges with this system, but based on teacher feedback, we believe it will have a positive impact in classroom management and learning.

We are also aware that should we need to go to remote learning again at some point next year, this will require a large amount of work on the IT staff to facilitate a quick 1 to 1 deployment, but we feel it’s worth the risk.

We are also discussing implementing a “temporary take home” option for students who do not have home access and need to complete online work. We’re not sure what this would look like yet, but I will be speaking to staff to get their thoughts and ideas.

If you have any questions, please feel free to contact me.