

**LaFayette Central School District**  
**Board of Education - Regular Meeting**  
**Location: The Onondaga Nation School Library**  
**3285 State Route 11A**  
**Nedrow, New York 13120**  
**September 13, 2018**

I. Opening

- A. Call to Order The regular Board of Education meeting for the LaFayette Central School District was called to order at 5:45pm pm by Vice-President Mark Whitney. In attendance were Trustees J. Gates, J. LeBlanc, R. Reyburn, and C. Dwyer, Superintendent Jeremy Belfield, Assistant Superintendent for Business Tiffany Turner, District Clerk Vanessa Tryon, Ron Cooper, Jim Kesler, John Gizzi, Simone Gonyea, Denise Waterman, Tom Carter, Chris Gray, Jeff Day, Chris Bernhard, Erin Oristian, Nicole Schuster and Alson Gibson, Nancy Powless, Steve Thomas, and Barbara Jimerson.
- B. Pledge of Allegiance - Vice president Mark Whitney led the Pledge of Allegiance at 5:46 pm.
- C. Opening Remarks - Welcome everyone.

II. Approval of Minutes

- A. Regular Minutes - August 23, 2018

**Motion:Carried      1st:C. Dwyer      2nd:R.S. Reyburn**  
**Vote: Yes:5 No:0 Abstain:0      Absent:2 (S. Dow, and G. Oelkers)**

III. District Presentations

- A. Legends of Learning - Ronald Cooper - Superintendent Belfield presented certificate of recognition to Ron Cooper.
- B. Onondaga Nation School - John Gizzi and Simone Gonyea gave presentation on update of Onondaga Nation School opening with staff and students.
- C. Security Projects - Tiffany Turner, Jeff Day, Chris Bernhard (Day Automation) and Nicole Schuster (Ashley McGraw Architects) - Presented on Onondaga Nation School Capital Call Requests and proposals for the 2019-20 school year. Capital call requests included rubber roof replacement, secure entrance and door replacements, a new PA/campus notification system, new camera system, backup generator, repaving parking lots, replacing fire shutters, and replace gutters.  
Presentation regarding Safety and Security Project for the LaFayette Central School District being proposed for a vote December 13, 2018 - \$3.1 Million project with no additional tax impact to include Security Cameras, Campus Notification System, Door Replacements, Window Hardening, and Masonry Repointing.  
Jeff Day and Chris Bernhard - Day Automation - led presentation on video cameras and capabilities and campus notification systems.

IV. Old Business

- A. Student Safety - During our opening day with staff, we conducted an overview of our new safety application NaviGate Prepared. Staff had the chance to see where emergency plans, flip charts for emergency response scenarios, and building maps/photos were located inside of the application. Staff can opt-in for access by downloading the application on their smartphone. Jim Kesler is creating staff accounts for those who sign-up for access to NaviGate Prepared. The application also has 68 different scenarios or mini-table top exercises for staff to practice or simulate responses to possible emergency situations. During staff meetings, the principals will

play a video or sound recording showing a possible emergency situation. A staff member will volunteer and will be given 30 seconds to talk about how they would respond to that particular situation. This training is based on the premise that in most emergency situations individuals have around 30 seconds to take in all of the necessary information and formulate a plan for response. We practiced one of these situations on opening day and Jen Blossey graciously volunteered to talk about how she would respond to an unknown school visitor in the hallway who was creating a disruption. Staff had the chance to debrief after Jen shared her planned response and talk about things that Jen did well to respond to the situation and ways that the response could be improved. Our administrators have been practicing with these scenarios throughout the summer months during our administrative team meetings. We look forward to using NaviGate prepared to keep safety training and preparation in the forefront.

- B. Online Safety & Security - Dean Powell from the Central New York Regional Information Center provided a training to our staff on opening day on passphrases, not passwords. Dean reviewed the top 25 worst passwords of 2017. Dean also reviewed some of the bad habits for password security - using the same password for multiple locations, using publicly available information for your password, using short/hard to ready passwords that are easy for computers to crack. Dean provided a solution to help strengthen password security for users by encouraging them to use passphrases instead of passwords. Passphrases are a lengthy sentence or phrase that you associate with the system and pass phrases. Dean shared two ideas or methods for creating passphrases: 1) Personal method - using a word or phrase that relates to the site - a personal word + a personal number 2) Sentence - use a sentence such as ApplefestTraffic=nightmare 3) Make a passphrase that is includes a person, action or object associated with the site. Dean's presentation has been put to good use. I get an email notification every time a user updates their password so it is obvious that staff have taken the information to heart.

## V. Communications

- A. Board Member Updates - None.

## VI. New Business

## VII. Superintendent's Report

Thank you to the Onondaga Nation School for hosting the meeting tonight. I also want to say thank you to the Onondaga Nation Scholarship fund for providing refreshments for tonight's meeting and thank you for their continued support of students from the Onondaga Nation through the scholarship fund.

We had a great opening day with all staff on Tuesday September 4, 2018. We took time to review our district, mission, vision, core beliefs, and our strategic plan goals. To help celebrate our new mission, vision, core beliefs and tagline, we distributed LaFayette t-shirts to all staff. Thank you to Susan Osborn who spent time making over 250+ t-shirts for our staff. Our administrators assisted with the delivery of the t-shirts. Mr. Ryan used a homemade t-shirt launcher while Jen, Tiffany, and John used a water balloon slingshot to launch a few into the audience. After we had some fun, we spent time reviewing our strategic plan goals, new school accountability measures through the Every Student Succeeds Act, and participated in a variety of trainings.

Students at the Onondaga Nation School began on Wednesday September 5th. Our students opened the school year by reciting the Thanksgiving address. Tadodaho Sid Hill welcomed students and reminded the students that they have a very important job of learning their native language to help them know who they are. After this very powerful message, students, staff, and parents gathered out front for the raising of the Haudenosaunee flag. Students gathered back in the gymnasium for an activity. It was a very positive opening to the school year.

Students at Grimshaw, LaFayette Big Picture School, and the Jr/Sr High began school on Thursday September 6th. Ms. Blossey, Deputy Luke Bickford, and I greeted students at Grimshaw Elementary. It was great to see all of the smiling faces.

The opening of school has been very smooth. We have had to make some adjustments to bus routes. We lost two bus drivers for our regular routes and we did not receive any new applicants who were qualified and ready to drive bus. Unfortunately, we had to make the decision to cut two routes. You will notice that our buses are running with more students which increases efficiency and reduces cost. This change has caused some delays with one bus run - the main road bus for the Onondaga Nation - 145. Mr. Cooper has been in contact with families who have expressed concern and he is working to make adjustments to the routes. We do have two prospective drivers who are working on gaining their bus license. Once these new drivers earn their license we will add them to our substitute list to help them gain experience before assigning them to a regular route. Thank you to Ron, Kim, and our transportation staff for stepping up and making sure that our students have a safe ride to and from school each and every day.

Tonight I am asking the board to approve the revised Response to Intervention Plan, Special Education Plan, and Professional Development Plan for the district. Thank you to the staff and administrators who worked hard on these plans and thank you to Karen Ocque, Director of Instruction and Pupil Services, for her oversight and leadership in facilitating the review of these documents. Both the RtI plan and Special Education plan help to outline how we can best serve all students with rigorous learning opportunities in the least restrictive environment. Our professional development plan helps to support our instructional staff by providing up-to-date, research based practices that will help to improve student learning. Recently, our pd committee met and established the offerings for the October 5th staff development day. In the morning, we will have a safety training with Armoured One focused on responding to an active shooter. For the afternoon, the professional development committee created the following goals:

- 1) By June 30, 2018, all classroom teachers in grades 3-12 will have successfully implemented a Google Classroom and have a basic understanding of how to use the tools provided as well as navigate the website to assist students with class work, study resources, and homework assignments.
  - a) It is expected by January 1, 2018 all teachers will have a Google classroom setup and have students join the classroom and make one or more posts to the Google Classroom.
- 2) All teachers in grades UPK-2 are expected to utilize the technology scope and sequence to identify ways to integrate technology into their curriculum.
- 3) By June 30, 2018, all classroom teachers will have a basic understanding of how to log on and successfully navigate through eDoctrina

- a) It is expected by June 30, 2018, all classroom teachers will have identified “Power Standards”, associated learning targets, and summative assessments for all units in eDoctrina.

Thank you to our professional development committee for their work and to all of our staff members who helped to create these learning opportunities for students and staff.

Tiffany Turner, Assistant Superintendent for Business, was appointed Monday night to a leadership position in the Baldwinsville Central School District effective January 2, 2019. Tiffany has done a outstanding job here in LaFayette leading the district through some challenging times. Under Tiffany's leadership, the district went from fiscally stressed to financially sound. Our loss is certainly Baldwinsville's gain. Tiffany - thank you for your service to our students, staff, and school community. We look forward to hearing of your continued success as you take this next step in your career. Congratulations Tiffany! You will be missed!

## VIII. Consent Agenda

### A. Approval of Board Action Items

1. Tompkins County Community College Agreement
2. CSE, CPSE, and 504 Recommendations
3. LaFayette Central School Board of Education Policy Review - Second Reading and Resolution
4. 2018-2019 RtI Plan
5. 2018-2019 Special Education Plan
6. 2018-2019 Professional Development Plan
7. Private/Parochial Transportation Request 2018-2019
8. Amendment to Employment Agreement

### B. Approval of Personnel Items

1. Substitute Appointment 2018-19
2. Instructional Appointment 2018-19
3. Non-Instructional Appointment 2018-19
4. Interscholastic Appointment
5. Resignation

**Motion: Carried    1st:R.S.Reyburn    2nd:C.Dwyer**  
**Vote: Yes:5 No:0 Abstain:0    Absent: 2 (S. Dow, and G. Oelkers)**

## IX. Board Non-Action Items

- A. Strategic Plan Update - During our opening day training with staff, I reviewed our strategic plan goals which are:

DISTRICT GOALS FOR 2018-19:

- Improve the academic performance of our students
- 100% Graduation Rate
- Improve student attendance and reduce chronic absenteeism;

- Improve communication with the staff, students, and community; and
- Focus on the well-being of our students

I also shared with staff that we are looking to engage in a long term approach to strategic planning based in educational research. A high reliability school monitors the effectiveness of critical factors within the system and immediately takes action to contain the negative effects of any errors that occur.

High reliability schools have the following elements in common:

- High, clear, shared goals
- Understandable, Comprehensive data systems
- Collaborative Environments,
- Flexibility
- Formalized operating procedures
- A focus on best practices and expertise
- Rigorous evaluations of performance
- Clean, well-functioning campuses

We have released surveys to the staff focused on three elements of high reliability schools: Safe and Collaborative Culture, Effective teaching in every classroom, and guaranteed and viable curriculum. Survey results will help the district to identify areas of relative strength and areas to target for improvement. We will be rolling out similar surveys for feedback from parents, students, and community members.

#### X. Calendar

- A. 9/18 - ONS Open House and Welcome back dinner @ 6:30PM
- B. 9/19 - GS Curriculum Night/Band Info Night @ 6:00PM
- C. 9/20 - JR/SR Open House @6:00pm
- D. 9/20 - Lock Down Drill@9am
- E. 9/27 - BOE Meeting 5:30 p.m. - Grimshaw Library

#### XI. Closing Remarks

- A. Public Communications to the Board
  1. Erin Oristian - Inquired about security and temporary employees, substitute teachers and what we are doing to train those individuals in emergency situations.

#### XII. Tour of School Building

- A. Tour of Onondaga Nation School - John Gizzi and Simone Gonyea

#### XIII. Proposed Executive Session

- A. Enter into Executive Session for the purpose of medical history and employment history at 7:50 pm after tour.

**Motion:Carried 1st:R.S.Reyburn 2nd: J.Gates**  
**Vote: Yes:5 No:0 Abstain:0 Absent: 2 (S. Dow, and G. Oelkers)**

B. Reconvene into Open Session at 9:05 pm.

**Motion:Carried 1st:R.S.Reyburn 2nd: C.Dwyer**  
**Vote: Yes:5 No:0 Abstain:0 Absent: 2 (S. Dow, and G. Oelkers)**

XIV. Adjournment

A. Adjourn the Meeting at 9:06 pm.

**Motion:Carried 1st:J.Gates 2nd:C.Dwyer**  
**Vote: Yes:5 No:0 Abstain:0 Absent: 2 (S. Dow, and G. Oelkers)**

Respectfully Submitted,

Vanessa Tryon