

LaFayette Central School District  
Board of Education - Regular Meeting  
Location: LaFayette Jr/Sr High School - Auditorium  
3122 US Route 11 North  
LaFayette, New York 13084  
January 19, 2022

I. Opening

A. Call to Order - The regular Board of Education meeting for the Lafayette Central School district was called to order at 5:32 pm by President Reyburn. In attendance were Trustee J. LeBlanc, C. Dwyer, S. Stanton, J. Gates, Amy Roe-Ryan, Superintendent Jeremy Belfield, Interim School Business Manager and Deputy Clerk Peter Mahunik. Trustee Walker entered at 5:33 pm.

1. Guests in attendance - Karen Ocque, Robert Kennedy, Rylie Ives, Ryan Oakes, Shawna Booth, Cole White, Makiyah Lazore, Sydney CalfRobe
2. Virtual Guests - Jennifer Blossey, Matthew Priest, Jason P. Ryan, Patricia Sandusky

B. The Pledge of Allegiance was led by President Reyburn at 5:32 pm

C. Opening Remarks - President Reyburn thanked guests in attendance and virtual guests for attending. Seven students from Civics and Government class were present. Mr. Reyburn had logistical reminders when addressing the Board and about the Board answering questions.

II. Approval of Minutes -

A. Regular Minutes - December 15, 2021 - No Changes - Minutes accepted as they are.

III. District Presentations

A. Legend of Learning - January 2022 - Kelly Kubeja - The board congratulated Senora Kubeja as the Legend of Learning for January 2022. Kelly is the Spanish teacher at LaFayette High School. Ms. Kubeja was nominated by a fellow staff member who shared the following: "Kelly goes above and beyond every single day for the betterment of our students, district and fellow colleagues. She is a kind person and an excellent teacher. I have appreciated her hard work, friendly disposition and strong leadership skills. Kelly is such an asset to our district and I feel so grateful to work with her each day. Thank you, Kelly!!!"

The [survey](#) is on our website if you would like to nominate someone.

B. Budget Environment Update 2022-2023 - Superintendent Belfield introduced Mr. Peter Mahunik. Mr. Belfield and Mr. Mahunik listened to Governor Kathy Hochul. Mr. Belfield commented on it being the first time in over a decade he listened to a budget presentation and did not feel nauseous afterwards. Mr. Mahunik, Interim Business Official, provided an overview of the budget environment for 2022-2023 and provided updates on the Governor's executive budget proposal and school aid proposal for

the coming school year. Mr. Mahunik agreed with Mr. Belfield on Governor Hochul's executive budget proposal that it was the most encouraging news we've had for education for quite some time. There is quite a bit of money coming towards education. The aids that LaFayette is receiving is mainly foundation aid. This is general support for all students. Then there is our transportation aid and our BOCES aid are a couple other aids that are on the rise. Mr. Mahunik spoke on the environment and the challenges. We have some situations we will be dealing with. First there are revenues and the majority of the revenues for this district is State aid. The Governor spoke on the increase in education aid within her budget. We are hoping by April 1, 2022 we know exactly how much we will receive. The good news is generally whatever the Governor puts out the Legislature will either match or increase. So it is encouraging where we are. As for revenues, we are up about \$689,000. A lot has to do with the pandemic and they are trying to support programs that schools are trying to accomplish. Next is the Native American Aid. This aid fluctuates. It's a rate that has to be established and negotiated on what it should actually be. As time goes on we will get a better idea of what that will be for the 2022-2023 school year. Also is the American Rescue Fund.... 22-23 will be the second year of that. It's been a windfall for all schools. LaFayette will utilize that money. The tax cap is in the works. Exactly what it is will be at the next board meeting. It will probably be around 2%. There are so many factors. First is the Governor's proposal before we know where we are with our main factors. The other factor is we appropriated the fund balance of \$550,000. This allows the District to build in contingencies...the unexpected. Expenditures...The largest driving factors are Salary, TRS, ERS, Health insurance, and Special Education. Next is the budget calendar. We have met with our principals and supervisors to review their budget and see where the funds are for their needs. The next meeting is February 17th. Components of the budget, Program, Administrative and Capitals.... Within this is the BOCES part of the Budget which is a large part. March 17th is a revenue review. We will have a better idea where we are then. March 31st we approve our budget and approve our tax caps. Then the budget hearing and then the budget vote.

#### C. Supervisors Update -

1. Robert Kennedy, Food Service Manager, gave an update on his department. It's been a very challenging, tiring year during the labor shortage. We now have three subs which is the most we've had in years. We are still down a position at Grimshaw and using subs to fill that position. An interview was conducted on Tuesday which is very promising. The candidate will be included in the next board meeting. There are two new hires at ONS. They are working out fantastic. They are both graduates of LaFayette. Rob talked about getting food to put on the trays has been fun. We get our orders on Wednesdays and there is always a challenge because what's ordered is not what shows up. So scrambling to put something on the menu that kids will eat. Meals are still free for everyone. Staff has been hanging in there pretty good and students seem content. Mr. Kennedy manages LaFayette and Tully school districts. It has been challenging filling in when staff is unavailable. This is happening in all school districts. No Breakfast menu is posted due

to not knowing what part of an order will show up. Fortunately things are getting better. Communications have been better with manufacturers. In January breakfast items have been coming in. We'll see what February brings. We are still operating under the summer program so we are receiving a higher reimbursement rate this year. This offset some of the inflation increase. Good news is that no money was lost last year and the numbers are up across the board.

Trustee Dwyer asked Mr. Kennedy if he was burning out. Mr. Kennedy answered "yes, yes I am". He is filling in all food service positions as the need arises. When the Nation school went remote the food service staff Awhenjiosta Myers and Lana Burnam were willing to fill in where needed.

President Reyburn asked about the use of vendors. Mr. Kennedy - The State said basically do your best. A lot of micro purchasing guidelines were changed. There aren't a lot of choices in groceries and paper and plastic are hard to come by right now.

2. Pat Sandusky, our Network Administrator, gave an update virtually. Pat spoke on the accomplishment over the summer - assigning chrome books to all students second grade seniors. About three hundred chrome books were replaced. In September there was a problem with our wifi, camera and PA system. Joe Felber, Sean Zehner and Pat worked with BOCES to correct the issue. We also had an issue with the bell the first day of school and it was fixed by Day Automation. We also got a new server and it seems to be working fine. We are talking about replacing the wifi controller. The plan is to move from CISCO to ARUBA which is all web based. Pat worked on the technology of the STEM program upgrading that to laptops and the whole area is being rebuilt. The charging carts for the laptops will be delivered on Tuesday and the laptops are on order. ONS is working on new promethium boards. They are on backorder till March or April. Twenty-five new iPads were purchased for the library and the literacy program at ONS. Pat ended with changing out the copy machines in the District. The District will be going from Xerox to Toshiba. A Toshiba rep will visit the District in February to analyze our printing usage.

Mr. Belfield met with the reps last week. We are near the end of our five year lease with the xerox machines. The next lease, with Toshiba, will be a four year lease. We are also looking at print service management to gain back some money for our printing cost. Given the paper shortage, we want to be as green as possible and track usage using a print service management system.

#### IV. Communications

- A. Board Member Updates - Trustee Roe-Ryan gave an update on an award given to a community member. The award is from Syracuse University. For over thirty-seven year the University has had an annual Reverend Dr. Martin Luther King Jr. celebration and this year our own Mrs. Beverly Oliver is a recipient. A nomination was submitted. Mr. Belfield and Mrs. Gonyea wrote letters in support of Mrs. Oliver's nomination. The

presentation will be held virtually on Sunday, January 30, 2022. Mrs. Oliver, in addition to the After School Program, has had the Early Child Care Program for over thirty-five years. She is an asset to the community.

Mr. Belfield suggested recognizing Mrs. Oliver at our February board meeting. He mentioned that he, Mrs. Gonyea and a community member Mrs. Colleen Cameron helped in writing a wonderful recommendation for Mrs. Oliver. He is very pleased to have Mrs. Oliver as a member of the community and serving our kids and families for a number of years.

Trustee Reyburn gave an update on the BOCES meeting. BOCES is looking at the certification process for teachers. Having districts help themselves. The theory is that a high school Science teacher can only teach science that they are certified in. Whereas a high school Math teacher can teach any Math. BOCES is trying to figure out a way to help teachers in endorsed areas be able to bridge different gaps, especially with smaller schools struggling to have Chemistry programs as well as Physics. BOCES is also looking at DEI service and having a coordinator there. They are looking at an equivalency metric. The idea is that people get what they need in order to be successful.

Mr. Belfield extended on the Diversity Equity Inclusivity (DEI) service. DEI did a presentation to the Superintendents at the end of last year. There are levels one, two and three services. As a small district we rely on BOCES not only for supplies and materials but also professional development for our staff. With level one DEI, staff can have access to topics they have expressed interest in.

## V. Superintendent's Report

- A. District Health and Safety Meeting - Superintendent Belfield thanked Mr. Jim Kesler for chairing the recent health and safety meeting. The committee reviewed the current status of our response to the pandemic to keep students and staff safe while attending school. The district would also like to say thank you to Mr. Evan Todd, OCM BOCES Safety Officer, who retired at the end of December and served LaFayette CSD along with several other component districts. The new OCM BOCES Safety Office is Mike Bonvelln. The committee reviewed the recent water testing results performed by the district, which showed that all water sources are clean and sanitary. A notice will be published in the February 2022 Green Sheet. Mr. Kesler also provided the committee with an update on the capital project, which is out to bid, and the district's efforts to encourage New York State to address the facility needs at the Onondaga Nation School. The district will be working over the coming months to complete our building condition survey, triennial inspection for asbestos, report of work related injuries, complete required emergency drills, and other related health and safety activities. The next meeting will take place on Tuesday April 5, 2022 at 3:30 PM in the district office conference room.
- B. COVID Updates- Superintendent Belfield updated the board on current case numbers. The district has received reports of 287 positive cases among students and staff since mid August of this school year. 124 of those positive cases have occurred since December 25, 2021. Impacted

students and staff have reported mild symptoms, have recovered quickly, and have been able to return to school following any required isolation period. The Onondaga Nation School switched to remote instruction following the December school break, due to an increase in cases. Due to the concerns on how COVID has severely impacted indigenous communities, Onondaga Nation leaders set a ten case threshold that would require the school to switch to remote instruction. Students returned to in person learning on Tuesday January 18, 2022 and we have not reported a positive case during this current school week. New York State has been providing the district with rapid test kits to distribute to students. We received 800 test kits on January 1st and distributed over 180 on Saturday January 1st. Thank you to Sarah Munnell, James McKenna, Ed Shenandoah, and Onondaga leader Tadodaho Sidney Hill for assisting with the distribution. We received an additional 371 test kits last week that were given to principals to hand out and an additional shipment of rapid tests today. Due to the increase in case counts, the state health department and local health department have relaxed contact tracing to a self reporting system. The state health department in accordance with the new CDC guidelines has reduced quarantine and isolation periods from ten days to five days due to how quickly symptoms are resolving with the new omicron variant of COVID. Since the start of the new year, our amazing nurses have performed 280 COVID tests. Twenty-eight of those tests have produced a positive result, out of a total student population of 826 students, with 26 of those positive results occurring the week after the December break. Our schools continue to have a much lower positivity rate compared to the positivity rate in the surrounding community. The other news from the state health department is schools no longer have to do contact tracing due to the reduction in the quarantine and isolation rate.

- C. Staffing Shortage - Superintendent Belfield reported that the district continues to struggle to recruit adequate substitute staff in all areas - transportation, classroom coverage, clerical substitutes, custodial substitutes, etc. In each message to the community, Superintendent Belfield has been encouraging families to spread the word to potential applicants. Superintendent Belfield thanked our administrators, supervisors, and staff members for pulling together to cover classes and make sure that learning continues despite the current staffing shortage.
- D. Superintendent Belfield updated the board on the bidding process for the current capital project. Our construction team hosted a pre-bid walk through on January 6th and there were a number of interested contracting firms who plan to submit bids. There were about 30 to 40 individuals that showed up. Our construction team has done a great job with making phone calls to commercial contractors in the area that might be interested and to make sure they are aware of the bid. The district did have to extend the bidding period due to delays with the design of the wastewater system at LaFayette High School. The original plan was to replace the aerator tank and the current sewage treatment plant at the high school. That system is no longer required for schools according to DEC codes. The district is now bidding this portion of the project as an add-alternate due to the increased scope of work. Bids will be received up until 3:30 PM on

January 27th with an official bid opening also on the 27th at 4:00 PM at Grimshaw Elementary in the cafeteria.

- E. Onondaga Nation School Capital Needs- Governor Kathy Hochul has allocated \$35.7M to address the facility needs at the three Nation schools. \$6.1M has been allocated for the needs at the Onondaga Nation School, which will address needs related to the fire shutters in the Cultural Center, security upgrades, replace/repair the slate roof, window and window shade replacement, upgrade the HVAC classroom units, repairs to the parking lots and installation of a new bus loop. Thanks to the Onondaga Nation leaders for starting the new bus loop. Also needed is an upgrade of the energy management system, and an emergency power generator. Thanks to the Trustees that helped with the press conferences through the summer months. The allocation is appreciated but it is not enough. We will continue to advocate for additional funding to address the larger facility needs, such as a classroom addition and new gymnasium. Some of the top athletes are from the Onondaga nation school. Governor Hochul's State of the State address shared the positive financial outlook for New York State finances. Superintendent Belfield shared that our Native students have waited too long for these necessary improvements and the time is now for our elected officials to step up and make sure that all students have a safe, modern, and appealing learning environment that meets the educational needs both now and in the future. The state has a great financial plan. It is the most promising financial outlook we've ever had in New York State in the past 15 years.
  
- F. Town of LaFayette Ground Water Study - Superintendent Belfield shared that the district has been continuing to work with the engineering firm hired by the Town of LaFayette to conduct a ground water study. The district has supplied requested information to engineers regarding well locations, well depths, water quality, and current flows. The district receives a number of complaints from students at Grimshaw Elementary regarding the poor tasting water from the wells. Unfortunately, due to the proximity to routes 81, 11, and 20, the well water quality has acquired a salty taste which is likely due to road salt penetrating the groundwater. While the water is safe to drink, it has a salty taste. The best solution, the cheapest solution, is to build the water system.
  
- G. Superintendent Belfield congratulated Ms. Jennifer Lockwood who has been accepted into the OCM Aspiring Leaders Institute this evening. She is the third LaFayette educator that has been accepted into that program. Ms. Lockwood will join an elite group of educators from Central New York who are considering a career in educational leadership. We are happy to help and support her in her aspirations to do this wonderful job of educational leadership.

VI. Policy Discussion

- A. LaFayette Board of Education Policy Review
  - 1. First Reading for Policies 6121, 7551, 3421,3420

**Motion:** Carried      **1st:** Trustee Dwyer      **2nd:** Trustee Roe-Ryan  
**Vote: Yes:** 7      **No:** 0      **Abstain:** 0      **Absent:** 0

Trustee Roe-Ryan was asked to view and edit policies ahead of time and present the Board.

Mr. Belfield spoke on the review of the policies by the attorneys after receiving updates from Erie I Policy service. The attorneys are developing a policy service. Michael Dodd has been contacted and the attorneys are willing to help us with the review of that service which comes with an additional fee of Approximately \$20,000 over a two year period and there is no maintenance fee. The policy service would reduce the amount of policies in our policy book to what's legally required or what is recommended. Mr. Dodd could explain more on the policy service at a future meeting.

Trustee Dwyer is not in favor of the policy service. Trustee Roe-Ryan would like to get more information. The Board agreed to have Mike Dodd at a future meeting.

VII. Consent Agenda

A. Approval of Board Action Items

1. CSE, CPSE and 504 Recommendations
2. Budget Transfers - December 2021
3. Treasurer's Report - November 2021
4. Revised ONS 21-22 Calendar
5. Combining Contracts
6. 2020-2021 Single Audit Report & Extraclassroom Audit Report
7. Title IX Complaint Form
8. Transportation Request

**Motion:** Carried      **1st:** Trustee LeBlanc      **2nd:** Trustee Walker  
**Vote: Yes:** 7      **No:** 0      **Abstain:** 0      **Absent:** 0

B. Approval of Personnel Items

1. Resignation
2. Leave of Absence
3. Instructional Appointment
4. Non-Instructional Appointment
5. Annual Appointment

**Motion:** Carried      **1st:** Trustee Roe-Ryan      **2nd:** Trustee Gates  
**Vote: Yes:** 7      **No:** 0      **Abstain:** 0      **Absent:** 0

VIII. Financials - FYI

- A. Warrants and Claims - November 2021
- B. Financials - November 2021
- C. Cash Flow - November 2021

IX. Board Action Items

- A. Strategic Plan Update - Superintendent Belfield shared that the district will be conducting mid-year STAR benchmark assessments with students during the month of January. We are excited to see the growth from our students in the areas of reading and math. The data will be used to help

review which students need additional academic support in the areas of reading and math. The district is also conducting an audit of our math program. Instructional staff members and administrators were interviewed during the month of December and our auditor will be reviewing feedback along with student performance to make recommendations regarding any adjustments needed for the math curriculum. Once the audit is published, we will follow up with our math curriculum committee and review the feedback and recommendations of the audit to help inform our continuous improvement to the curriculum. Superintendent Belfield also congratulated Ms. Danielle Caivana, and Ms. Crystal Adkins-Pakish, our two school psychologist interns for the 2022-2023 school year appointed this evening. These school psychologist interns will be assigned to Grimshaw Elementary and to LaFayette Jr/Sr High School to assist with meeting the academic, social, emotional, and mental health needs of our students. The district is using additional federal funding to help support improvement efforts that address the needs of our students as we recover from the pandemic.

X. Calendar Review

A. Upcoming Events

- Early Dismissal for PLCs every Monday - 1:45 GS/ONS; 2:00 HS/BP
  1. Regents Exams January 25th-28th CANCELED
  2. January 28th - ½ day all students - Records Day
  3. February 1st - Hehsä•t'áh / Hisätuh Treacherous little winter
  4. February 9th - Community Budget Meeting 5:00 pm at Big Picture Commons
  5. February 16 - BOE meeting @ Big Picture

XI. Public Comments

- A. Public Communications to the Board - Happy Birthday to Trustee Walker.

XII. Proposed Executive Session - Subject to Board Approval

- A. Enter into the Executive Session for the purpose of discussing current Litigation with former Superintendent Mrs. Lavine and the employment history of current prospective individuals at 6:42 pm.

**Motion:** Carried      **1st:** Trustee Dwyer      **2nd:** Trustee Gates  
**Vote: Yes:** 7      **No:** 0      **Abstain:** 0      **Absent:** 0

- B. Reconvene into Open Session at 9:13 pm

**Motion:** Carried      **1st:** Trustee Walker      **2nd:** Trustee LeBlanc  
**Vote: Yes:** 7      **No:** 0      **Abstain:** 0      **Absent:** 0

XIII. Adjournment

- A. Adjourn the meeting at 9:13 pm

**Motion:** Carried      **1st:** Trustee Roe-Ryan      **2nd:** Trustee Walker  
**Vote: Yes:** 7      **No:** 0      **Abstain:** 0      **Absent:** 0

Respectfully Submitted,  
Paula Hibbert