

New Paltz Central School District Board of Education  
Special Meeting – June 29, 2020 via Zoom  
5:30 PM Executive Session – 6:00 PM Public Meeting  
**MEETING MINUTES**

**CALL MEETING TO ORDER**

CALL TO ORDER

Meeting was called to order at 5:34 PM by Michael O'Donnell, Board President.

**BOARD MEMBERS PRESENT:**

QUORUM CHECK

Michael O'Donnell  
Glenn LaPolt  
Diana Armstead  
Brian Cournoyer  
Sophia Skiles  
Bianca Tanis  
Teresa Thompson

**ALSO PRESENT:**

Dr. Bernard Josefsberg, Interim Superintendent  
Janety Encarnacion

**ROLL CALL**

ROLL CALL

The roll was called as reflected above.

**EXECUTIVE SESSION**

EXECUTIVE SESSION

Motion made by Sophia Skiles and seconded by Diana Armstead that the Board of Education move into Executive Session at 5:34 PM for the purpose of discussing matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal, or removal of a particular person or corporation.

Motion carried 7 - 0 with 7 members voting.

**DISTRICT CLERK PRO-TEMPORE**

DISTRICT CLERK PRO-TEMPORE

Board President, Mike O'Donnell, District Clerk Pro-Tempore for the Executive Session portion of the meeting.

Out of Executive Session - Motion made by Teresa Thompson and seconded by Brian Cournoyer that the Board return to Public Session at 5:57 PM.

Motion carries 7 to 0 with 7 members voting.

**CALL TO ORDER**

CALL TO ORDER

The Public Meeting was called to order at 6:02 PM by Michael O'Donnell, Board President.

**BOARD MEMBERS PRESENT:**

QUORUM CHECK

Michael O'Donnell  
Glenn LaPolt  
Diana Armstead  
Brian Cournoyer  
Sophia Skiles  
Bianca Tanis  
Teresa Thompson

**ALSO PRESENT:**

Dr. Bernard Josefsberg, Interim Superintendent  
Sharifa Carbon, Assistant Superintendent for Business  
Janety Encarnacion  
Sandra Ermo, District Clerk

**ROLL CALL** The roll was called as reflected above.

ROLL CALL

**PLEDGE TO THE FLAG**

PLEDGE

**AGENDA CHANGES**  
None.

AGENDA CHANGES

**PERSONNEL (CONSENT AGENDA)**

PERSONNEL

Motion made by Diana Armstead and seconded by Glenn LaPolt that the Board of Education approve the following personnel (consent agenda) resolutions: 4.1

**4.1 Appointment of Director of Pupil Personnel Services and Special Education**

**BE IT RESOLVED** that upon the recommendation of the Bernard Josefsberg, Interim Superintendent of Schools, the Board hereby appoints Dr. Janety Encarnacion to the position of Director of Pupil Personnel and Special Education, in the Director of Pupil Personnel and Special Education Tenure Area, for a three year probationary term commencing on July 1, 2020 and terminating on June 30,2023, pursuant to an employment agreement, dated July 1, 2020, as presented to the Board at this meeting.

Motion carried 7 to 0 with 7 members voting.

Motion made by Brian Cournoyer and seconded by Bianca Tanis that the Board of Education approve the following personnel (consent agenda) resolutions: 4.2

**4.2 Non-Instructional Resignation for the Purpose of Retirement**

The New Paltz Central School District Board of Education, upon the recommendation of Bernard Josefsberg, Interim Superintendent of Schools, does hereby accept the resignation of the following non-instructional employees for the purpose of retirement:

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Michael Robinson	Director of Food Service	8/28/2020

Motion carried 7 to 0 with 7 members voting.

**NEW BUSINESS**

NEW BUSINESS

Motion made by Bianca Tanis and seconded by Diana Armstead that the Board of Education approve the following resolutions: 5.1

**5.1 Summer CSE Meetings**

Recommendation that the New Paltz Central School Board of Education upon the recommendation of Bernard Josefsberg, Interim Superintendent of Schools, does hereby appoint, as needed, the following employees effective July 1, 2020 — August 31, 2020.

**CSE Meetings:**

<u>Name</u>	<u>Title</u>
Jacqueline Wild	CSE Meetings/Special Ed. Teacher

**CSE Summer Work:**

<u>Name</u>	<u>Title</u>
Candice Cramer	ESY provider in Speech
Denise Hoyt	ESY provider in MSR
Sarah Sebald	ESY provider in MSR
Katie Losee	ESY provider in Reading

Motion carried 7 to 0 with 7 members voting.

Motion made by Teresa Thompson and seconded by Glenn LaPolz that the Board of Education approve the following resolutions: 5.2

**5.2 Approval of Agreement - NPUT**

**BE IT RESOLVED** that the Board hereby ratifies the terms and authorizes the economic conditions set forth in the 2019-2024 Collective Bargaining Agreement between the District and the New Paltz United Teachers, as presented to the Board at this meeting, in accordance with the provisions of Civil Service Law Section 204-a. A copy of said agreement shall be incorporated by reference within the minutes of this meeting.

**BE IT FURTHER RESOLVED** that Bernard Josefsberg, Interim Superintendent of Schools, is authorized to sign such Agreement on the District's behalf.

Motion carried 7 to 0 with 7 members voting.

Motion made by Bianca Tanis and seconded by Sophia Skiles that the Board of Education approve the following resolutions: 5.3-5.7.

**5.3 Approval of Board Resolution for non-represented employees regarding the carrying over of vacation days**

WHEREAS, the Governor of the State of New York declared a State disaster emergency for the entire State of New York pursuant to Section 28 of Article 2-B of the Executive Law due to the risks associated with COVID-19, and has issued several Executive Orders related thereto; and

WHEREAS, the Ulster County Executive declared a State of Emergency for Ulster County pursuant to Section 24 of Article 2-B of the Executive Law due to the risks associated with COVID-19; and

WHEREAS, in order to prevent the spread of COVID-19, the New York State Department of Health and the United States Center for Disease Control and Prevention have opined that employers should encourage employees to stay home from work if they exhibit symptoms of COVID-19; and

WHEREAS, the District has determined that certain measures must be taken in order to protect the health and safety of its staff, students and community and to comply with state and local orders and declarations of emergency; and

WHEREAS, the District has closed school buildings in compliance with applicable orders of the Governor and County Executive; and

WHEREAS, travel for the purposes of taking vacation has been severely limited during the state of emergency; and

WHEREAS, the District employees who are not members of a Collective Bargaining Unit are covered by terms and conditions statements setting forth working conditions, which may include vacation days, sick days, personal days and other benefits; and

WHEREAS, the District has through collectively negotiated Supplemental Memorandum of Agreements with its unions allowed represented employees to carry over all of their accrued vacation days from the 2019-2020 school year into the 2020-2021 school year, or made other agreements with such unions irrespective of any caps or limitations contained in their respective Collective Bargaining Agreements; and

WHEREAS, the Board of Education, upon the recommendation of the Superintendent of Schools has determined to provide such benefit to non-represented employees; and

**NOW THEREFORE, BE IT RESOLVED**, that for the 2020-2021 school year only, irrespective of any terms in any non-represented employee's terms and conditions statements to the contrary, the District will permit non-represented employees to carry over all of their vacation days in their accruals from the 2019-2020 school year into the 2020-2021 school year due to their inability to use their vacation days during the COVID-19 pandemic, irrespective of any limitation contained in their respective terms and conditions statements to the contrary. Thereafter, the language in each such employee's terms and conditions statements shall resume and continue as it existed prior to the COVID-19 pandemic.

**5.4 Request for Approval of Supplemental Memorandum of Agreement**

**BE IT RESOLVED** that the Board hereby approves a Supplemental Memorandum of Agreement by and between the New Paltz Central School District, District Office and Technology Support Staff Association and the District dated June 29, 2020; and

**BE IT RESOLVED** that the Board President are hereby authorized to sign this Agreement on behalf of the District.

**5.5 Request for Approval of Supplemental Memorandum of Agreement**

**BE IT RESOLVED** that the Board hereby approves a Supplemental Memorandum of Agreement by and between the New Paltz Central School District, Support Staff Directors and Supervisors Association and the District dated June 29, 2020; and **BE IT RESOLVED** that the Board President are hereby authorized to sign this Agreement on behalf of the District.

**5.6 Request for Approval of Supplemental Memorandum of Agreement**

BE IT RESOLVED that the Board hereby approves a Supplemental Memorandum of Agreement by and between the New Paltz Central School District, School Secretarial Association and the District dated June 29, 2020; and  
BE IT RESOLVED that the Superintendent and Board President are hereby authorized to sign this Agreement on behalf of the District.

**5.7 Request for Approval of Supplemental Memorandum of Agreement**

BE IT RESOLVED that the Board hereby approves a Supplemental Memorandum of Agreement by and between the New Paltz Central School District, Communications Workers of America, Head Custodial, Custodial, Maintenance, Grounds and School Bus Mechanics unit and the District dated June 29, 2020; and  
BE IT RESOLVED that the Board President is hereby authorized to sign this Memorandum of Agreement on behalf of the District.

Motion carried 7 to 0 with 7 members voting.

**ADJOURN**

ADJOURN

Motion made by Glenn LaPolt and seconded by Teresa Thompson that the Board adjourn at 6:07 PM.  
Motion carried 7 to 0 with 7 members voting.

Respectfully submitted,

---

Sandra Ermo  
District Clerk