

AGENDA
BOARD OF EDUCATION MEETING
SANDY CREEK CENTRAL SCHOOL DISTRICT
BOARD ROOM
124 SALISBURY STREET, SANDY CREEK, NY 13145
December 11, 2025
BOARD MEETING 6:30 P.M.

Call To Order

1. Pledge of Allegiance

2. Presentations

None.

3. Public Comment

The Board of Education has set aside a period of time not to exceed fifteen (15) minutes/three (3) minutes maximum per person as an opportunity for the community to address the Board regarding agenda and non-agenda items. If you are considering speaking to the Board during the public comment section on the agenda, please ensure that you have exhausted the proper chain of command (i.e. Teacher, Principal, Superintendent) prior to addressing the Board of Education. After having exhausted the Chain of Command and you wish to speak during public comment section, we ask that you sign in on the clipboard at the doorway, then at this point in our agenda, please stand, state your name and then address your concerns to the Board President, not the audience. (Be reminded that this portion of our agenda is **not** a place to discuss staff or students.) **NOTE:** The Board President will listen to your comment, take it under advisement but will not comment on or answer questions on your concern at this time. As per, Board of Education Policy 1230 Public Participation at Board Meetings.

4. Executive Session (if needed)

5. Consent Agenda Changes

None.

6. Consent Agenda

6.1 Approval of Minutes

6.1.1 Regular Meeting: November 13, 2025

6.2 Approval of CSE Recommendations

6.3 Approval of Financial Reports

6.3.1 Clerk's and Treasurer's Report

6.3.2 Extracurricular Activity Report

6.4 Approval of Position Authorizations/Abolishments

None.

6.5 Approval of Position Resignations/Terminations

6.5.1 RESOLVED, upon the recommendation of the Superintendent, to accept the **resignation** of **Marguerite Mastascusa** from her position in the special subject area of **Psychology (0.60 FTE)**, effective the end of the day January 8, 2026.

6.5.2 RESOLVED, upon the recommendation of the Superintendent, to accept the **resignation** of **Timothy Filiatrault** from his position in the administrative tenure are of **Principal**, effective February 8, 2026.

6.6 Approval of Position Leaves of Absence

6.6.1 RESOLVED, upon the recommendation of the Superintendent, to approve the **Medical Leave of Absence** for **Leone Steele** from his position as a **Cleaner**, to commence November 21, 2025, and concluding approximately January 2, 2026. Mr. Steele plans to use accumulated sick leave during his absence.

6.7 Approval of Appointments

6.7.1 RESOLVED, upon the recommendation of the Superintendent to appoint **Marguerite Mastascusa** to the position of **Psychologist Consultant**. Mrs. Mastascusa will be paid \$500 per day, on an as needed basis.

6.7.2 RESOLVED, upon the recommendation of the Superintendent, to appoint the following retroactive to November 17, 2025:

Attendance Officer	Tonya Trudell
Dignity Act Coordinator	Tonya Trudell

7. Reports

7.1 Board Committee Reports/Comments

a. Curriculum and Assessment (CDEP) – *November 19, 2025*

b. Oswego County BOCES Board of Education (CiTi)

7.2 Principal's Reports/Comments

7.3 Athletic Director's Reports/Comments

7.4 Ex-Officio Students Member of the Board Report

7.5 Superintendent's Reports/Comments

8. Discussion Items **Please notify the Superintendent of any items prior to the Board Meeting**

8.1 Class of 2026 Senior Trip

8.2 Other

9. Action Items

9.1 RESOLVED, upon the recommendation of the Superintendent, to approve the additions to the **2025-2026 Master List of Substitutes for Instructional Staff and Support Staff**, pending fingerprint approval.

9.2 RESOLVED, upon the recommendation of the Superintendent, to approve the attached **Memorandum of Agreement between the Superintendent of Schools and the Sandy Creek Teachers Association** dated November 18, 2025 regarding temporarily filling the vacancy of School Psychologist through an independent contracted provider until a certified candidate is found.

9.3 RESOLVED, upon the recommendation of the Superintendent, to have the **first reading** of the attached **Board Policy 4741 – Class Rankings**.

- 9.4 RESOLVED, upon the recommendation of the Superintendent, to have the **second reading and adopt** the following Board Policies: **5010- Harassment, Hazing, and Bullying, 5015 – Concussion Management Policy, 5020.3 – Rights of Students with Disabilities Under Section 504, 5100 – Attendance, 5150 – Homeless Children, 5152 – Admission of Non-Resident Students, 5162 – Student Dismissal Precautions, 5210 – Student Organizations, 5300 – Student Code of Conduct, 5405 – Student Wellness, 5460 – Child Abuse, Maltreatment or Neglect in a Domestic Setting, 5500 – Student Records, 5520 – Grade Promotion and Placement, 5525 – Parent Bill of Rights Relating to Student Data, 5550 – Student Privacy, 5605 – Student Voter Registration and Pre-Registration, 5695 – Students and Personal Electronic Devices.**
- 9.5 RESOLVED, upon the recommendation of the Superintendent, to approve the following resolution to approve the **Class of 2026 – Senior Trip to Virginia Beach/Washington DC**. The trip is from Thursday, April 30, 2025 to Sunday, May 3, 2025, per the attached itinerary.
- 9.6 RESOLVED, upon the recommendation of the Superintendent, to appoint **Victor Correa** on **tenure** to the special subject area of **Music**, effective December 20, 2025.
- 9.7 RESOLVED, upon the recommendation of the Superintendent, to approve the **2025-2026 Terms and Conditions of Employment** for the **Non-Contract Confidential Staff** and making such adoption retroactive to July 1, 2025:

WHEREAS

1. The Sandy Creek Central School District Board of Education (“Board”) is responsible for establishing, adopting, and maintaining terms and conditions of employment for employees not covered by a collective bargaining agreement or individual employment contract (the “Non-Contract Staff”);
2. The Board has reviewed the Superintendent’s recommended Terms and Conditions of Employment for Non-Contract Staff attached hereto as Exhibit A (the “Terms and Conditions”);
3. The Board finds that adopting the Terms and Conditions will promote clarity, consistency, and fairness in administration of wages, benefits, and workplace practices for Non-Contract Staff; and
4. The Board desires to adopt the Terms and Conditions with an effective date retroactive to July 1, 2025, to align with fiscal year and ensure uninterrupted administration of employment matters.

NOW, THEREFORE, BE IT RESOLVED

5. The Board hereby adopts the Terms and Conditions of Employment for Non-Contract Staff in the form presented to the Board and attached as Exhibit A, together with any non-substantive formatting or clerical edits approved by the Superintendent prior to publication;
6. The Board hereby establishes effective date of the adopted Terms and Conditions as July 1, 2025, and expressly makes this adoption retroactive to that date.
7. Ratifies and Confirms any personnel actions taken on or after July 1, 2025 that are consistent with the Terms and Conditions, including but not limited to wage increases, benefits administration, and leave usage, and directs that any necessary adjustments be made to ensure conformity with the retroactive effective date;
8. Authorizes and Directs the Superintendent to implement and administer the Terms and Conditions, provide notice to affected staff, and take such further actions as may be necessary and proper to carry out this resolution;
9. Supersedes any prior resolutions, memorandum, handbooks, or policies addressing the same subject matter to the extent of any conflict with the Terms and Conditions adopted herein;

and

10. Provides for Severability, such that if any provision of this resolution or the Terms and Conditions is held invalid; the remaining provisions shall remain in full force and effect.

- 9.8 RESOLVED, upon the recommendation of the Superintendent, to **RESCIND** the following resolution that was approved by the Board of Education as part of the consent agenda on October 9, 2025, due to lack of student participation:

*RESOLVED, upon the recommendation of the Superintendent, to appoint the following **Winter Coaches** for the 2025-2026 school year, subject to student need and verification of valid certification:*

		<u>Step</u>	<u>Stipend</u>
<i>JV Winter Cheerleading</i>	<i>Autumn Zehr</i>	<i>1</i>	<i>\$3,955</i>

- 9.9 RESOLVED, upon the recommendation of the Superintendent, to approve the **increased substitute rates and Extracurricular Event Staff effective December 31, 2025** as follows (see attached for further detail):

• Certified Teacher	\$155 daily
• Non-certified Teacher	\$120 daily
• Registered Nurses	\$155 daily
• Support Staff (except bus drivers)	\$16 hourly
• Bus Drivers	\$25.55 hourly, \$27.60 hourly after 540 hrs
• Extra-Curricular Event Staff	\$36 per game
• Homebound Instruction – Tutors	\$35 hourly plus mileage

- 9.10 RESOLVED, upon the recommendation of the Superintendent, to accept the **General Construction Bid Award from the low bidder, Window Repair Systems, Inc.** and the **Site Signage Contract Award from the low bidder, Toth's Sports** based on their Cooperative Purchasing quote through Sourcewell Contract Pricing, as recommended by the District Architects, King & King for the 2025-2026 Capital Outlay Project as follows:

General Construction Base Bid:	\$25,840.00
Alternate GC-01:	\$ 1,216.00
Alternate GC-02:	\$ 1,216.00
Alternate GC-03:	\$ 3,040.00
Total:	\$31,312.00

Site Signage Contract Base Bid and Total: \$54,000.00

TOTAL CAPITAL OUTLAY COST: \$85,312.00

10. Executive Session
If needed.

11. Future Board of Education Meetings
11.1 Regular Meeting: Thursday, January 8, 2026

12. Adjournment