



CAZENOVIA CENTRAL SCHOOL DISTRICT

Board of Education Meeting
Monday, December 15, 2025 at 6:30 pm

31 Emory Ave | Cazenovia, NY 13035
Board of Education Conference Room, Cazenovia Middle School
Open to the Public and Streamed Live on GoogleMeet

Type of Meeting:	Regular
Board Members Present:	Jeffrey Dewan, Judith Hight, Ron Luteran, Emily Wiemers, Jan Woodworth, Sebastian Gebers (Ex Officio, Student Member)
Board Members Absent:	Travis Barr
Administrators Present:	Kevin Linck, Timothy Ryan, Joseph Gugino

1. Call to Order

The meeting was called to order by Judith Hight, Board President, at 6:30 pm. She asked all to stand for the pledge of allegiance after a moment of silence was observed.

2. Presentation

- A. Performance by the High School Chamber Choir, conducted by Maggie Dougherty.
- B. Recognition of Student Achievements in Athletics and Performing Arts: Maggie Dougherty presented a certificate to Jayce Hyatt for his attendance at the NYSSMA All State conference; for their athletes' achievements in the fall, coach Sara McDowell presented certificates to two of her varsity girls XC athletes, Lily Kogut and Abbie Comeau; and coach Jason Hyatt presented a certificate to his varsity boys XC athlete Jake Woolbert.
- C. Presentation by the Environmental Club: Students Landis Colby and Brooklyn Benson spoke about the club's most recent efforts of making recyclable holiday wrapping paper free for the community.

3. Public Comments

1. Julia Bliss commented on the relationship between the school's Culture of Care and use of social media, adults setting the example for children.
2. Colleen Fox commented on her disappointment in the relationship between the Board and community, loss of three members this year, budget cuts from the last two budget votes failing.
3. Jennifer Bryz-Gornia commented on the issue of lead in water, failure to plan for the failure of two budget votes and cutting programs.
4. Paul McMutrie commented on the unsatisfactory response by the Board to emails, and asked if the issues from last month will be investigated by the Board.
5. Sebastian Gebers asked if his email could be added to the group Board email or added to the Board contacts on the website so the community could contact him directly.
6. Kaleen Sessler commented on her pride in Sebastian, our first Student Member, and the value he brings to the table especially to have student engagement and help the Board focus more on student-centric issues.
7. Colleen Fox commented on the water remediation issue, that no one asked questions about the budget after Joe Gugino gave his monthly update in November, the Board has lost the trust of the community, and how upset she is.
8. Jennifer Bryz-Gornia commented on the ballot for the school board election in May, wants distinct positions listed (candidates running for specific seats instead of at-large), wants an answer to this request at the January meeting.

4. Written Communications

1. Judith Hight reiterated her personal policy is to respond to every letter and disseminate them to the entire board, which she has done.

5. Information and Reports

A. Board Committees

- Finance & Audit: No new information.
- Policy: this committee will meet on 1/12 at 5:30 to begin the 2026 audit.

District Committees with Board Representatives

- Communications: this committee will meet on 1/27 at 3:00 to begin planning for the budget vote communication.
- Diversity, Equity & Inclusion (DEI): this committee's next meeting is the Community Wide Dialogue night on February 26th at 6:30pm, focus will be on policy and procedure.
- Facilities: Ron Luteran read a thorough update on the lead in water remediation efforts.
- High School Action Team (HAT): No new information.

- B. Board President: Judith Hight reported that she was planning to update the board on the board vacancy status and merger study status, but this is already on the agenda under discussion items.
- C. Superintendent of Schools: Kevin Linck spoke about the recent concerts; work toward creating the 2026-27 school calendar; instruction requirements of Portrait of a Graduate with regards to personal finance and climate education, for which Cazenovia is in a better spot than a lot of other districts thanks to our robust CTE program.
- E. Interim Assistant Superintendent of Instruction, Equity and Personnel: Timothy Ryan reported on the progress of his unannounced teacher observations, with two granddaughters who will be students here in a few years, he spoke about the privilege to see how the district is thriving day to day, and commented on how students are greeted into the school and classrooms, allowing them to focus on their education.
- F. Interim School Business Official: Joseph Gugino reported the YTD spending is currently under budget (\$12.5M vs \$12.6M). Kevin Linck added that the district has recently begun its partnership with Rick Timbs to project the district's financials out to 2030.
- G. Director of Special Education: Amy Bailey submitted a written report in advance.
- H. Elementary School Principal: Cristina Knapp submitted a written report in advance.
- I. Middle School Principal: Amy Getman-Herringshaw submitted a written report in advance.
- J. High School Principal: Molly Hagan submitted a written report in advance.

6. Consent Agenda – Routine Matters

- A. Minutes from the November 17, 2025 Regular Board Meeting
- B. Minutes from the November 24, 2025 Special Board Meeting
- C. Financial Reports for October 2025
- D. CSE Report for December 2025
- E. Overnight Field Trip Request - Varsity Ice Hockey
- F. Overnight Field Trip Request - FIRST Lego League

Motion made by Jan Woodworth, seconded by Ron Luteran to approve the Consent Agenda – Routine Matters.

- *Vote: 5 (in favor) 0 (opposed) Motion passed.*

7. New Business

- A. Resolution to Approve the Winter Sports Combination Request for 2025-26

Motion made by Jan Woodworth, seconded by Emily Wiemers to approve Agenda Item 7A.

- *Vote: 5 (in favor) 0 (opposed) Motion passed.*

B. Resolution to Approve the Contract for Water Remediation Services

Motion made by Jan Woodworth, seconded by Ron Luteran to approve Agenda Item 7B.

- *Vote: 5 (in favor) 0 (opposed) Motion passed.*

8. Executive Session

Motion made by Jeffrey Dewan, seconded by Emily Wiemers to move into Executive Session to discuss matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal, or removal of a particular person or corporation.

- *Vote: 5 (in favor) 0 (opposed) Motion passed.*

The Board moved into Executive Session at 7:42 pm.

Motion made by Ron Luteran, seconded by Jan Woodworth to return to Public Session.

- *Vote: 5 (in favor) 0 (opposed) Motion passed.*

The Board returned to Public Session at 7:59 pm

9. Personnel Report

A. Resolution to Approve the Separation Agreement

- *Motion made by Jan Woodworth, seconded by Jeffrey Dewan to approve Agenda Item 9A, Separation Agreement.*

Vote: 5 (in favor) 0 (opposed) Motion passed.

B. Resolution to Approve the Separation Agreement

- *Motion made by Jan Woodworth, seconded by Emily Wiemers to approve Agenda Item 9B, Separation Agreement.*

Vote: 5 (in favor) 0 (opposed) Motion passed.

C. Resolution to Approve the Personnel Report

Motion made by Ron Luteran, seconded by Jeffrey Dewan to approve Agenda Item 9C, Personnel Report.

- *Vote: 5 (in favor) 0 (opposed) Motion passed.*

D. Resolution to Approve the Supplemental Personnel Report

Motion made by Ron Luteran, seconded by Emily Wiemers to approve Agenda Item 9D, Supplemental Personnel Report.

- *Vote: 4 (in favor) 0 (opposed) 1 (abstained, Judith Hight) Motion passed.*

E. Resolution to Add a Second Supplemental Personnel Report to the Agenda

Motion made by Jeffrey Dewan, seconded by Jan Woodworth to add a Second Supplemental Personnel Report to the Agenda.

- *Vote: 5 (in favor) 0 (opposed) Motion passed.*

F. Resolution to Approve the Second Supplemental Personnel Report

Motion made by Emily Wiemers, seconded by Jeffrey Dewan to approve Agenda Item 9F, Second Supplemental Personnel Report.

- *Vote: 4 (in favor) 0 (opposed) 1 (abstained, Jan Woodworth) Motion passed.*

10. Discussion Items

- A. School Board Vacancy Status: Judith Hight reported the Board has received applications from ten candidates, still on track to have the vacancy filled by January 12th. The Board discussed how to select candidates to interview later tonight in executive session. The district clerk will schedule the interviews for January 5th with those who are selected.
- B. Merger Study Status: Judith Hight commented on the positive experience of working with the Morrisville-Eaton Board. The Boards will meet again on January 6th to reinterview the two finalists for the merger-study RFP. Kevin Linck gave a verbal summary to Sebastian Gebers of the process and current status.
- C. Substitute Rates: Kevin Linck reported that this conversation typically happens this time of year, with minimum wage increases from NYS, and how substitute rates are dictated by a few variables. To retain and increase interest from high quality substitutes, Cazenovia needs to be competitive with surrounding districts. The district and business offices have been collecting rate data to present to the Board for approval, Kevin asked the Board if they would be interested in implementing the increases mid- year or at the organizational meeting in July. Sebastian Gebers commented from the student perspective that incentivizing higher pay to attract quality and quantity of substitutes is a good idea. Kevin said the office would continue to gather the data to present for approval in January.
- D. What Did We Do For Kids? Approved overnight field trip requests; hired the new transportation supervisor; recognized student achievements; addressed the efforts to remediate the water issues; put students at the top of the agenda.

11. Advance Planning

- A. Future Agenda Items:
 - Clarity from the attorneys with regards to the open meeting laws, as requested from the community (Judith)
 - Water remediation updates (Jan)
 - Merger study status (Jan)
 - Appointment to the school board on January 12th (Judith)
 - Schedule the board governance training after vacancy is filled (Kevin)
 - School calendar 2026-27 (Jan)
- B. Future Meeting Dates: on listed the district website.

12. Executive Session

Motion made by Ron Luteran, seconded by Jeffrey Dewan to move into Executive Session to discuss matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal, or removal of a particular person or corporation to a vacant seat on the Board of Education and matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal, or removal of a particular person or corporation.

- *Vote: 5 (in favor) 0 (opposed) Motion passed.*

The Board moved into Executive Session at 8:27 pm.

Motion made by Ron Luteran, seconded by Jeffrey Dewan to return to Public Session.

- *Vote: 5 (in favor) 0 (opposed) Motion passed.*

The Board returned to Public Session at 9:45 pm.

13. Adjournment

Motion made by Ron Luteran, seconded by Jan Woodworth to adjourn the meeting.

- *Vote: 5 (in favor) 0 (opposed) Motion passed.*

Judith Hight adjourned the meeting at 9:45 pm.