



**BOARD OF EDUCATION
Minutes**

Date of Meeting: January 8, 2014
Type of Meeting: REGULAR MEETING
Location: Troy Middle School - Troy Room

I. MEETING CALLED TO ORDER

At 6:00 pm Mr. Jason Schofield, President, called the meeting to order.

II. ROLL CALL

Members Present: Mr. Jason Schofield, President
Mr. Bill Strang, Vice President
Mrs. Ann Apicella
Ms. Elizabeth Denio
Mrs. Carol Harvin
Mr. Michael Tuttman
Mrs. Anne Wager-Rounds
Ms. Martha Walsh

Members Absent: Mr. Tom Mayo (attended Executive Session only)
Mr. Mayo excused himself from the public session to attend the TMS Sixth Grade Winter Concert.

Also Present: Mr. John Carmello, Superintendent of Schools
Dr. Donna Watson, Assistant Superintendent
of Curriculum and Instruction
Ms. Mary O'Neill, Assistant Superintendent for Business
Mrs. Kristen Miaski, Director of Human Resources
Ms. Kathy Ahearn, School Attorney

III. EXECUTIVE SESSION

At 6:00 pm Mr. Schofield made a motion to move to Executive Session for the purpose of discussing a contractual matter and pending litigation. This was seconded by Mr. Strang and carried 9-0. Invited to attend were Mr. Carmello. Dr. Watson. Ms. O'Neill. Mrs. Miaski and Ms.

IV. PUBLIC SESSION

At 7:00 pm Mr. Schofield called the meeting to order with the Pledge of Allegiance.

V. SUPERINTENDENT'S REPORT

Mr. Carmello made a statement to clarify a misconception reported in the Times Union regarding Coach Jack Burger. We would like to Coach Burger to stay on but he has decided to step down from his coaching position after more than 30 years at Troy. Coach Burger has positively impacted the lives of thousands of student athletes during his tenure here in Troy and we are grateful for all that he has done. He has led the Flying Horses for 19 years but more important than the titles and awards earned, Coach Burger was a mentor and role model to his players and is regarded with great respect by everyone who has had the pleasure of working with him.

VI. PUBLIC INPUT ON AGENDA AND NON-AGENDA ITEMS

(1) Seth Cohen (TTA President) - A resolution appears on agenda regarding "Call to Reduce Reliance on Standardized Tests". We presented our concerns at the December 4th Board meeting and strongly recommend that you vote to approve it. Troy will be joining 100 other districts who are pushing back to SED. We hope you can attend the public forum on January 30th at Colonie HS regarding fiscal challenges.

(2) Ron West (School 14 Teacher) - Thank you to the Board for the technology grant and to taxpayers for approving the technology capital project. Troy has been behind in technology for years. Times are changing and we must keep up with technology. School 14 has 8 teachers on a technology committee and we are looking to plan ahead. We will meet with Mr. Heiner about implementing technology in the classroom.

VII. APPROVAL OF MINUTES

Mr. Schofield made a motion to approve the minutes.

Second: Ms. Walsh

Carried: 8-0

BE IT RESOLVED, that the Board of Education, hereby approves the following minutes:

A. Board Meetings

1. Board of Education - October 16, 2013
2. Board of Education - November 6, 2013
3. Board of Education - November 20, 2013
4. Board of Education - December 4, 2013
5. Board of Education - December 11, 2013

VIII. SUPERINTENDENT'S RECOMMENDATIONS - HUMAN RESOURCES

A. Staff Matters - Unclassified (reviewed by D. Watson)

Mr. Schofield made a motion to withdraw Item 2.

Mr. Schofield made a motion to approve Items 1 and 3-8 as a Consent Agenda.

Second: Mr. Strang

Carried: 8-0

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, NY, hereby accepts the recommendation of the Superintendent to approve the following unclassified personnel actions:

1. Unclassified Employee - Leave of Absence (Unpaid)

	<u>NAME</u>	<u>TENURE AREA</u>	<u>% SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
a.	Jenna Brooks	Special Education	100%	TMS	2/24/14 - 3/21/14
b.	Bridget Glasser	Social Studies	100%	THS	1/8/14 - 6/30/14
c.	Jeanine Wisniewski	English	100%	District	1/7/14 - 1/8/14

2. Unclassified Employee - Probationary Appointments **[withdrawn]**

<u>NAME</u>	<u>TENURE AREA</u>	<u>% SERVICE</u>	<u>ASSIGN</u>	<u>PROB APPT START DATE</u>	<u>PROB APPT END DATE</u>	<u>CERT STATUS</u>	<u>SALARY RATE</u>
	Assistant	100%	THS				
	Principal						

3. Unclassified Employee - Temporary Appointment

	<u>NAME</u>	<u>TENURE AREA/ POSITION TITLE</u>	<u>% SERVICE</u>	<u>ASSIGN</u>	<u>EFFEC DATES</u>	<u>CERT STATUS</u>	<u>SALARY RATE</u>
a.	Heather Garcia (C. Beebe)	Elementary (Grade 3)	100%	PS-14	12/16/13 - 12/20/13	ChildEd 1-6, Initial	\$44,500 (prorated) (S-1, Col E)
b.	Carol Nolett (S. Ryan)	Special Education	100%	THS	12/13/14 - until further notice	Special Ed, Permanent	\$49,250 (prorated) (S-6, Col E)
c.	Tricia Koberger (J. Brooks)	Special Education	100%	TMS	1/6/14 - 3/21/14	Special Ed, Permanent	\$45,500 (prorated) (S-1, Col I)

4. Unclassified Employee - 2013-14 Student Interns (Unpaid)

	<u>NAME</u>	<u>COLLEGE</u>	<u>AREA OF STUDY</u>	<u>SUPERVISOR</u>	<u>ASSIGNMENT</u>
a.	Alyssa Casale	Sage College	Elementary	Sara Dube	PS-18
b.	Kate Geronimo	Sage College	Elementary	Shannon Haegele	PS-18
c.	Rebecca Maroncelli	Sage College	Elementary	Eileen Hickey	PS-18
d.	Keyana Williams	SUNY Albany	Mathematics	Carol Bazan	PS-12 / ALP
e.	Carina Blucher	Sage College	Elementary	Emmalee Olszewski	CHS
f.	Katharine Clayton	Sage College	Elementary	Susan Himes	CHS
g.	Coedelia Collins	Sage College	Elementary	Thomas Carroll	CHS
h.	Terri Dickinson	Sage College	Elementary	Susan Himes	CHS
i.	Patricia Gaulin	Sage College	Elementary	Tenika Wilcox	CHS
j.	Victoria Hilt	Sage College	Elementary	Emmalee Olszewski	CHS
k.	Heather Jones	Sage College	Elementary	Michael O'Brien	CHS
l.	Samantha King	Sage College	Elementary	Thomas Carroll	CHS
m.	Allison Lund	Sage College	Elementary	Tenika Wilcox	CHS
n.	Danielle Martin	Sage College	Elementary	Jennifer Kristel	CHS
o.	Jenna Mazzuchelli	Sage College	Elementary	Mariana Brunell	CHS
p.	Leandra Slater	Sage College	Elementary	Michael O'Brien	CHS
q.	Jessica Smith	Sage College	Elementary	Mariana Brunell	CHS
r.	Sarah Tironi	Sage College	Elementary	Jennifer Kristel	CHS
s.	Colin Garvey	RPI	K-12 Helix Program	Paul Dunleavy	TMS
t.	Lauren Ryder	SUNY Albany	Mathematics	Nancy Smith	TMS
u.	Eva Heffner	College of St. Rose	School Counselor	Colleen O'Flaherty	THS
v.	Dylan Stoll	College of St. Rose	School Psychologist	Holly Toteno	District

5. Unclassified Employee - 2013-14 Extra Assignments

	<u>NAME</u>	<u>TENURE AREA</u>	<u>ASSIGNMENT</u>	<u>SALARY RATE</u>
a.	Tara Piana	Special Education	TMS (Read 180)	\$3,000.00 (9/1/13 - 6/30/14)

6. Unclassified Employee - 2013-14 THS Regents Prep

	<u>NAME</u>	<u>TENURE AREA</u>	<u>SALARY RATE</u>
a.	Daniel Hayes	English	\$30.00 / hr up to 3 hrs / wk max
b.	Eleni Karanassiu	Mathematics	\$30.00 / hr up to 3 hrs / wk max
c.	MaryGrace Tompkins	Mathematics	\$30.00 / hr up to 3 hrs / wk max
d.	Justin Haviland	Science	\$30.00 / hr up to 3 hrs / wk max
e.	Meghan Kuhn	Science	\$30.00 / hr up to 3 hrs / wk max

- f. Rose Gorman Social Studies \$30.00 / hr up to 3 hrs / wk max
- g. Karen Loatman Social Studies \$30.00 / hr up to 3 hrs / wk max

7. Unclassified Employee - 2013-14 Spring Adult & Continuing Education Program

<u>NAME</u>	<u>PROGRAM TITLE</u>	<u>SALARY RATE</u>
a. Nicole Mitchell	Algebra	\$30.00 / hour
b. Stephanie Moshier	Biology	\$30.00 / hour
c. Raymond Francis	Chemistry	\$30.00 / hour
d. Pierre Ghorayeb	Beginner Arabic	\$30.00 / hour
	Intermediate Arabic	\$30.00 / hour
e. Sergio Espinal	Beginner Spanish	\$30.00 / hour
	Intermediate Spanish	\$30.00 / hour
f. Gaynor Hartigan	GED Preparation	\$30.00 / hour
g. Gary Purcell	Computer Graphics	\$30.00 / hour
h. Anita DeCelle	Cooking Classes	\$30.00 / hour
i. Rita Russell	Ballroom Dance	\$30.00 / hour
j. Nicole DeJulio	Take Control of Your Weight	NO FEE
	Fitness Professionals on Demand	(Wellness Sponsored Classes)
k. Jillian Loudon	Zumba	NO FEE
	Fitness Professionals on Demand	(Wellness Sponsored Classes)
l. Nicole Beck	Boot Camp Challenge	NO FEE
	MakeitFit Training LLC	(Wellness Sponsored Classes)
m. Melissa Grattan	Boot Camp Challenge	NO FEE
	MakeitFit Training LLC	(Wellness Sponsored Classes)
n. Hollan Bonjukian	Pilates Plus	NO FEE
	TruFitness	(Wellness Sponsored Classes)
o. Nancy Martens, RN, CSR	Elder Care - 3 classes	\$30.00 / hour
p. Stephen Miner, CLU, ChFC	Complete Financial Management	\$30.00 / hour
q. Mike Levin (Capitol Mechanics)	Trim Car Care Costs	\$30.00 / hour
r. Walter Brightly	NYS Boating Safety Course	\$30.00 / hour
s. David Price	Driver Education	\$30.00 / hour

8. Unclassified Employees - 2013-14 Substitutes

<u>NAME</u>	<u>CERTIFIED</u>	<u>UNCERTIFIED</u>	<u>TEACHING ASST</u>		<u>HOME TUTOR</u>	
	(\$100.00 / day)	(\$90.00 / day)	Certified (\$12.00 / hour)	Uncertified	Certified (\$31.00 / hour)	Uncertified
Nicole Fleitz					X	
Tiffany Gilberti	X					
Jonathan LaPoint		X				
Christl Mueller					X	
Kevin Walsh	X					

B. Staff Matters - Classified (Reviewed by K. Miaski)

Mr. Schofield made a motion to withdraw Items 7 and 8.

Mr. Schofield made a motion to approve Items 2-6 as a Consent Agenda.

Second: Mr. Strang

Carried: 8-0

Mr. Schofield made a motion to approve Item 1.

Second: Mr. Strang

Discussion: Mrs. Wager-Rounds stated this was her daughter.

Carried: 7-0-1 Mrs. Wager-Rounds abstained from Item 1.

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, NY, hereby accepts the recommendation of the Superintendent to approve the following classified personnel actions:

1. Classified Employee - Temporary Appointment

<u>NAME</u>	<u>POSITION TITLE</u>	<u>% SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECT DATE</u>	<u>SALARY RATE</u>
a. Gabriella Rounds	Secretary	50%	District (Grants Office)	1/9/14 - 6/30/14	\$16,086 (prorated) (S-1, Grade 9)

2. Classified Employee - 2013-14 Student Interns (Unpaid)

<u>NAME</u>	<u>COLLEGE</u>	<u>AREA OF STUDY</u>	<u>SUPERVISOR</u>	<u>ASSIGNMENT</u>
a. Gloria Gallas	Maria College	Occupational Therapy	Holly Lockrow	District
b. Erica Sitterly	Maria College	Occupational Therapy	Holly Lockrow	District
c. Judy Spilka	Utica College	Physical Therapy	Michelle Gladd	District

3. Classified Employee - 2013-14 Ticket Takers

<u>NAME</u>	<u>SALARY RATE</u>
Patricia Smith	\$8.00 per hour as needed

4. Classified Employee - 2013-14 Scorekeepers/TimeKeepers

<u>NAME</u>	<u>SALARY RATE</u>
Tara Anthony	\$26.00 / game
Joseph Coleman	\$26.00 / game
Richard Pawlusiak	\$26.00 / game
Brian Poland	\$26.00 / game
George Rafferty	\$26.00 / game

5. Classified Employee - 2013-14 Substitutes

<u>NAME</u>	<u>CLERK</u> (\$11.00 / hr)	<u>NURSE</u> (\$14.00 / hr)	<u>MONITOR</u> (\$10.00 / hr)	<u>TEACHER AIDE</u> (\$10.00 / hr)	<u>MAINT WORKER</u> (\$11.00 / hr)
Janice Cellucci	X				
Kanika Pompey	X				

6. 2013-14 Volunteers

PS-2

Paula Gretzinger

PS-16

Diana Maleki (Faculty Supervisor)
Audrey Wallace (Faculty Supervisor)
Katie Wilson (Faculty Supervisor)

Emma Willard Students

Alice Freese
Camila Guerrero DeBlois
Hannah Jureller
Steffi Leung
Rongrong Liu
Luci Josette Lobe
Shiyan Ma
Natasha Mbwana

Candace Ng
Cecelia Porter
Anna Schroeder
Ha Yeon Shin
Pascale Stain
Kaeley Stout
Katie Yan

District

Kirstyn Watson

7. Abolish Position

Custodian **[withdrawn]**
7 AM - 3 PM Shift THS

8. Create Position

Laborer **[withdrawn]**
11 AM - 7 PM Shift TMS

IX. SUPERINTENDENT'S RECOMMENDATIONS - PROGRAMS (reviewed by D. Watson)

Mr. Schofield made a motion to approve Items 1-5 as a Consent Agenda.

Second: Mrs. Wager-Rounds

Carried: 8-0

1. Contract - Jane Keyes (TMS) (Addendum I)

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, hereby accepts the recommendation of the Superintendent to approve a contract with Jane Keyes for a term December 2013 through June 2014 for technology training at TMS at rate of \$1000 per day on December 13, 2013; January 2, 2014 and another date to be determined. Cost of \$3000 to be paid from Learning Technology Grant funds.

2. Contract - Jane Keyes (School 2) (Addendum II)

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, hereby accepts the recommendation of the Superintendent to approve a contract with Jane Keyes for a term December 2013 through June 2014 for technology training at School 2 at rate of \$1000 per day on January 31, 2014 and another date to be determined. Cost of \$2000 to be paid from School Improvement Grant funds.

3. Externship Agreement - Utica College (2013-15) (Addendum III)

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, hereby accepts the recommendation of the Superintendent to approve an externship agreement with Utica College for term of December 30, 2013 through December 30, 2015 for student clinical program placement. There will be no cost to the District.

4. Out of Country Field Trip

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby approves the following out of country field trip:

<u>Destination</u>	<u>Class/Teacher</u>	<u>Date of Trip</u>	<u>Paid By</u>
Italy	Lisa Alonzi	April 2015	students and fundraising

5. Special Education Placements (Addendum IV)

BE IT RESOLVED, that the Committee on Special Education has submitted to the Board of Education students having the registration numbers as listed in the attached addendum in classes for students with special needs.

X. SUPERINTENDENT'S RECOMMENDATIONS - BUSINESS FINANCE (reviewed by M. O'Neill)

Mr. Schofield made a motion to approve Items 1 and 2 as a Consent Agenda.

Second: Mrs. Wager-Rounds

Carried: 8-0

1. Financial Report (Addendum V)

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby approves the following financial report:

November 2013

2. Donations

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby accepts the following donations:

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
J. Boemio/Music Dept.	Music in the Park	\$900.00

XI. BOARD RESOLUTIONS

Mr. Schofield made a motion to approve Items 1-8 as a Consent Agenda.

Second: Mr. Strang

Discussion: Mr. Tuttmann commented on Item 4, asking where the District is going from here with standardized testing. Dr. Watson and Mr. Carmello are already working on new goals.

Carried: 8-0

1. MOA - TTA Retirement Incentive (Addendum VI)

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, NY hereby approves a Memorandum of Agreement between the District and Troy Teachers Association for a special one-time retirement incentive for retirements effective June 30, 2014 only.

2. MOA - CSEA Retirement Incentive (Addendum VII)

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, NY hereby approves a Memorandum of Agreement between the District and Civil Service Employees Association for a special one-time retirement incentive for retirements effective June 30, 2014 only.

3. Management/Confidential Employees Retirement Incentive

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, upon the recommendation of the Interim Superintendent, hereby approves a special one-time retirement incentive for management/confidential employees for retirements effective December 31, 2014 only.

- a. In order to qualify for this special incentive:
 1. an employee must be 55 years of age or older as of June 30, 2014;
 2. said employee must have at least ten (10) years of consecutive service with the District as of the date of retirement; and
 3. an irrevocable letter of retirement must be provided to the District Business Office by 2:00 p.m. on February 24, 2014.
- b. Eligible management/confidential employees shall be entitled to a retirement incentive of \$7,500.
- c. The incentive referred to at Paragraph (b) above shall be paid within thirty (30) days after the effective date of retirement.

4. Call to Reduce Over-Reliance on Standardized Tests

WHEREAS, every student deserves a quality public education dedicated to preparing engaged citizens, creative and critical thinkers and lifelong learners ready for college and careers; and

WHEREAS, the decline in state aid and support for public schools has forced our district to reduce programs and limited our ability to fully implement new programs mandated by the state such as the common core standards thereby creating an uneven rollout of the standards among school districts around the state; and

WHEREAS, while the implementation of the common core standards will ultimately help students, teachers and the teaching and learning process, the growing reliance on, and misalignment of standardized testing is eroding student learning time, narrowing the curriculum and jeopardizing the rich, meaningful education our students need and deserve; and

WHEREAS, despite the fact that research recommends the use of multiple measures to gauge student performance and teacher effectiveness, the state's growing reliance on standardized testing is adversely affecting students across all spectrums and the morale of our educators and is further draining already scarce resources; and

WHEREAS, the federal elementary and secondary education act's testing policies fail to appropriately accommodate the unique needs of students with disabilities and English language learners in assessing their learning, resulting in test scores that do not accurately represent a true measure of contributions of teachers and schools; and

WHEREAS, it is time for policymakers to recalibrate the number, duration and appropriate use of standardized tests so we can refocus our efforts on student learning; now, therefore, be it

RESOLVED, that we call upon the Commissioner of Education, the NYS Board of Regents and other policymakers to reduce the use of and over-reliance on standardized testing; and, be it further

RESOLVED, that we call upon the U.S. Congress and the Administration to reduce federal testing mandates and support the role of and focus on multiple measures of student learning and school quality in accountability systems.

5. 2013-14 School Safety Plans

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, NY, hereby accepts the recommendation of the Superintendent to approve the confidential district and building Safety Plans for the 2013-14 school year.

6. Clerk of the Works (amendment to BOE 12-4-13)

WHEREAS, on April 13, 2011, the Board appointed Robert VanAuken as Clerk of the Works, at an annual rate of \$62,400, to provide services to the Enlarged City School District of Troy in connection with the Capital Project involving reconstruction of Troy Middle School and upgrade of the District's athletic fields; and

WHEREAS, the District requires the services of the Clerk of the Works through January 31, 2014 to assist the District with the preparation and completion of the 'punch list' of incomplete and/or corrective work relating to the Capital Project and/or to assist the District with the close-out of the construction contracts relating to the Capital Project; and

WHEREAS, in the event the services of the Clerk of the Works are required beyond January 31, 2014, the District may extend his employment for an additional period not to exceed 30 days at a per diem rate of 1/260th of his annual salary.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Enlarged City School District of Troy continue the provisional appointment of Robert VanAuken as Clerk of the Works, at an annual rate of \$62,400, through January 31, 2014, in order to assist the District with 'punch list' and/or close-out activities relating to the Capital Project, with the Clerk of the Works reporting directly to the Superintendent of Schools; and

BE IT FURTHER RESOLVED that such appointment may be extended beyond January 31, 2014 for an additional period not to exceed 30 days, if, in the judgment of the Superintendent of Schools, the services of the Clerk of the Works are required in order to complete said 'punch list' and/or close-out activities, and, in such case, the Clerk of the Works shall be paid at the per diem rate of 1/260th of his annual salary.

7. Approval of Policies

(Addendum VIII)

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, NY hereby approves revisions to the following policies:

2160 School District Officer and Employee Code of Ethics
2360 Minutes
2382 Broadcasting and Taping of Board Meetings
2510 New Board Member Orientation
2700 Board Staff Communications

8. Addendum to Settlement and Release Agreement (BOE 2-6-13)

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education of the Enlarged City School District of Troy hereby approves the Addendum to the Settlement and Release Agreement dated February 6, 2013, which settled the disciplinary action brought pursuant to Civil Service Law §75 against the employee identified on confidential schedule "A", upon the terms and conditions set forth in the Addendum between the parties thereto.

XII. FUTURE MEETINGS

Mr. Schofield stated we are looking for residents to serve on the Citizens Advisory Committee.
Mr. Tuttmann stated the government is proposing ambitious initiatives and following in Troy's footsteps of the technology referendum.

1. January 22, 2014 at 6 pm (School 16)
2. February 5, 2014 at 7 pm (TMS)
3. February 12, 2013 at 6 pm (CHS) - budget workshop
4. February 26, 2014 at 6 pm (School 18)

XIII. ADJOURN

At 7:15 pm Mr. Schofield made a motion to adjourn the meeting. This was seconded by Mr. Strang and carried 8-0.

Respectfully submitted by,

Mary Beth Bruno
Board Clerk