



BOARD OF EDUCATION
Minutes

Date of Meeting: September 3, 2014
Type of Meeting: **REGULAR MEETING**
Location: Troy Middle School

I. MEETING CALLED TO ORDER

At 6:30 pm Mr. Schofield called the meeting to order.

II. ROLL CALL

Members Present: Mrs. Ann Apicella
Ms. Elizabeth Denio
Mrs. Carol Harvin
Ms. Mary Marro-Giroux
Mr. Tom Mayo
Mr. Jason Schofield
Mr. Bill Strang
Mr. Michael Tuttmann
Mrs. Anne Wager-Rounds

Members Absent: None

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

Also Absent: Ms. Mary O'Neill, Assistant Superintendent for Business

III. EXECUTIVE SESSION

Mr. Schofield made a motion to move to Executive Session regarding a pending litigation. Invited in were Mr. Carmello, Dr. Watson, Mrs. Miaski and Ms. Ahearn.

IV. PUBLIC SESSION

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

V. PUBLIC INPUT ON AGENDA AND NON-AGENDA ITEMS

None.

VI. SUPERINTENDENT'S REPORT

A. Unclassified Employees - Transfers (for notification purposes only)

<u>NAME</u>	<u>TENURE AREA</u>	<u>FROM</u>	<u>GRADE</u>	<u>TO</u>	<u>GRADE</u>
Eileen Catlin	Elementary	16	K	18	K
John Hickey	Elementary	14	5	18	5
Curtis Nobles	Teaching Assistant	TMS	ISS	12	Special Ed
Kari Testo	Elementary	18	4	18	2
Jane Wells	Elementary	18	5	18	4

B. Mr. Carmello reported that faculty/staff had a great two days of professional development. We are excited about Opening Day tomorrow.

C. 2014-15 Goals. Mr. Carmello stated in past years the district goal was to improve proficiency by 5% but our goal for this year was increased to 20% for Grades 3-8 Math and ELA scores. We achieved this goal for Levels 3 and 4 but not for 1 and 2 which were at 14% and 15%, respectively. He recommended to the Board that we keep the goal at 20% since we have shown progress. With our continuous work and training we can make these improvements over the next 5 years. The Board agreed to 20% goal. Mr. Carmello has modified language for Goal 4 to include use of data.

Discussion. Mrs. Wager-Rounds asked who oversees the teachers regarding this goal or is it part of an evaluation. Mr. Carmello responded that in every interview of new staff, candidates must prove they can use data. Training is given to all staff and we are ready to use data in all decision-making. New language for Goal 4 will set goal: "the District will enhance the use of data to inform our decision-making at all levels throughout the District."

Ms. Marro-Giroux asked that goals are written to be more measurable. Mr. Carmello said the District has been praised for having "smart goals" which are measurable. Harvard is providing training for staff with data feedback strategies. There will be a plan to measure this for next year. Dr. Watson added that we are looking for systemic change and use data for all work.

Mrs. Harvin asked how we know if there are fewer violations of the Code of Conduct referenced in Goal 2. The Board no longer receives suspension reports. Mr. Carmello said he would provide suspension letters if the Board would like to see them. He is waiting for information from principals with suspension reports for each building. He will compare the number of suspensions from last year in order to measure Goal 2.

VII. SUPERINTENDENT'S RECOMMENDATIONS - HUMAN RESOURCES

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

Mr. Schofield made a motion to approve Items 1-10 as a Consent Agenda.

Second: Mr. Strang

Carried: 9-0

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 - Resignations

<u>NAME</u>	<u>TENURE AREA / POSITION TITLE</u>	<u>% SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
a. Gina Couture	Teaching Assistant	100%	PS-14	8/11/2014

2. Unclassified Employee - Leave of Absence

<u>NAME</u>	<u>TENURE AREA / POSITION TITLE</u>	<u>% SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
a. Emily Sellman	Teaching Assistant	100%	PS-18	9/1/14 - 6/30/15
b. Courtney DeJulio	Teaching Assistant	100%	PS-14	9/1/14 - 6/30/15

3. Unclassified Employee - Probationary Appointments

<u>NAME</u>	<u>TENURE AREA</u>	<u>% SERVICE</u>	<u>ASSIGN</u>	<u>PROB START DATE</u>	<u>APPT END DATE</u>	<u>PROB APF STATUS</u>	<u>CERT</u>	<u>SALARY RATE</u>
a. Shelley Buckley	Elementary (Kindergarten)	100%	PS-14	9/1/14	8/31/17	PreK-6, Permanent		\$44,500 (S-1, Col E)
b. Ashley Shultis	Mathematics	100%	THS (Resign K.Neville)	9/1/14	8/31/17	Mathematics, Initial		\$42,500 (S-1, Col A)
c. Joshua Monk	Teaching Assistant	100%	THS (Resign M.Carlock)	9/15/14	9/14/17	Teaching Asst, Level I		\$24,750 (Step 1)
d. Tiereney Lloyd	Teaching Assistant	100%	TMS (Trans C.Cooney)	9/15/14	9/14/17	ChildEd 1-6, Initial		\$24,750 (Step 1)
e. Katie O'Bryan	Teaching Assistant	100%	PS-14 (Trans S.McCart)	9/1/14	8/31/17	ChildEd 1-6, Initial		\$24,750 (Step 1)
f. Adrienne Haase	Teaching Assistant	100%	THS (Resign S.DeFazio)	9/1/14	8/31/17	Literacy B-6, Initial		\$24,750 (Step 1)
g. Heather Johnson	Teaching Assistant	100%	PS-18 (Trans T.Donnelly)	9/1/14	8/31/17	ChildEd 1-6, Initial		\$24,750 (Step 1)

4. Unclassified Employee - Temporary Appointment

<u>NAME</u>	<u>TENURE AREA / POSITION TITLE</u>	<u>% SERVICE</u>	<u>ASSIGN</u>	<u>EFFEC DATE</u>	<u>CERT STATUS</u>	<u>SALARY RATE</u>
a. Shelley Buckley	Elementary (Gr 5) (LOA AM Jabour) (remove appt from BOE Agenda 8/27/14, page 3)	100%	PS-14	9/1/14 - 6/30/15	PreK-6, Permanent	\$44,500 (S-1, Col E)
b. William Leight	English ELA Curriculum Leader	100%	TMS	9/1/14 - 6/30/15	English, Professional	\$52,425+\$1,848 (S-9, C-G+stipend)

c. Elizabeth Malone	Elementary (Gr 5) (LOA S. Dinardo)	100%	PS-14	9/1/14 - 6/30/15	ChildEd 1-6, Initial	\$44,500 (S-1, Col E)
d. Courtney DeJulio	Elementary (Gr 5) (LOA AM Jabour)	100%	PS-14	9/1/14 - 6/30/15	ChildEd 1-6, Initial	\$44,500 (S-1, Col E)
e. Nicole Case	English (TSA W.Leight)	100%	TMS	9/1/14 - 6/30/15	English 7-12, Initial	\$42,500 (S-1, Col A)
f. Colleen Willetts	English (A.McEnaney)	100%	TMS	9/1/14 - 6/30/15	English 7-12, Initial	\$44,500 (prorated) (S-1, Col E)
g. Anthony Cangianiello	English (LOA C.Dybas)	100%	TMS	9/1/14 - 6/30/15	English 7-12, Professional	\$44,500 (prorated) (S-1, Col E)
h. Elizabeth Edwards	Teaching Assistant (LOA C.DeJulio)	100%	PS-14	9/1/14 - 6/30/15	ChildEd 1-6, Initial	\$24,750 (Step 1)
i. Caitlin Kennedy	Teaching Assistant (LOA E.Sellman)	100%	PS-18	9/1/14 - 6/30/15	Literacy B-6, Initial	\$24,750 (Step 1)
j. Christine Perry	Building Substitute	100%	THS	9/1/14 - 6/30/15	Business, Permanent	\$100.00 / day
k. Keith Bateman	Building Substitute	100%	PS-12	9/1/14 - 6/30/15	Physical Ed, Initial	\$100.00 / day
l. Cynthia Doran (amend BOE 7-2-14)	HS Business	80%	THS	9/1/14 - 6/30/15	Business, Permanent	\$71,600 (S-30, Col E-\$89,500)

5. Unclassified Employee - 2014-15 Student Interns (Unpaid)

<u>NAME</u>	<u>COLLEGE</u>	<u>AREA OF STUDY</u>	<u>SUPERVISOR</u>	<u>ASSIGN</u>
a. Bridgette Moss	College of St. Rose	Elementary	MA Schiermeyer	PS-16
b. Ryan Hand	HVCC	Elementary	Jennifer Prendergast	PS-16

6. Unclassified Employee - 2014 Summer District Professional Development

a. PS-16 COMPASS Team

Lori Abelson	\$31.00 / hour up to 3 hours each (General Fund)
Siovan Foust	\$31.00 / hour up to 3 hours each (General Fund)
Staci Lansley	\$31.00 / hour up to 3 hours each (General Fund)
Elizabeth North	\$31.00 / hour up to 3 hours each (General Fund)
Amye Speirs	\$31.00 / hour up to 3 hours each (General Fund)

7. Unclassified Employee - 2014-15 District Field Discipline Leaders

<u>NAME</u>	<u>TENURE AREA</u>	<u>ASSIGN</u>	<u>SALARY RATE</u>
a. Judi Gawinski	Elementary	PS-2 Math/Science Advisor	\$1,848 stipend
		(remove appt - resigned BOE Agenda 6/4/14, page 7)	
b. Sabina Dinardo	Elementary	PS-2 Math/Science Co-Advisor	\$924.00 stipend
c. AnnMarie Jabour	Elementary	PS-2 Math/Science Co-Advisor	\$942.00 stipend
d. Summer Logrippo	Elementary	PS-14 ELA/SS Co-Advisor	\$942.00 stipend
		(remove appt - bldg change BOE Agenda 6/4/14, page 7)	
e. Christl Mueller	Remedial Reading	PS-14 ELA/SS Co-Advisor	\$942.00 stipend
		(amend date from full year to 2nd sem only BOE Agenda 6/4/14, page 7)	
f. Tanya Kane	Remedial Reading	TMS ELA/SS Advisor	\$1,848 stipend
		(remove appt - bldg change BOE Agenda 6/4/14, page 7)	

8. Unclassified Employee - 2014-15 Mentor-Mentee Appointments

<u>MENTEE</u>	<u>TENURE AREA</u>	<u>MENTOR</u>	<u>ASSIGNMENT</u>	<u>SALARY RATE</u>
a. Christopher Carovillano	Foreign Language	L. Serafini-Alonzi	TMS	\$1,250.00
b. Stephanie Cash	Remedial Reading	Carolyn Borkowski	PS-2	\$1,250.00
c. Catherine Coonradt	Special Ed-General	Elizabeth Pollock	PS-2	\$1,250.00
d. Lyndsay Cooper	Special Ed-General	Deborah Friedman	PS-2	\$1,250.00
e. Gregory Davis	Social Studies	Susan Wall	TMS	\$1,250.00
f. Shana DeFazio	English	Sara Ladopoulos	THS	\$1,250.00
g. Bridgette DeSantis	Physical Education	Megan Monette	PS-16	\$1,250.00
h. Shauna Edwards	Remedial Reading	Mary Zakarka	PS-2	\$1,250.00
i. Daniel Hoffman	School Psychologist	Maitri Blednick	PS-14	\$1,250.00
j. Gerald Jacques	Special Ed-General	Catherine Tedesco	PS-2	\$1,250.00
k. Josh Johnson	English	Laura Tedesco	THS	\$1,250.00
l. Elizabeth Malone	Elementary	P. Weaver-Lipscomb	PS-14	\$1,250.00
m. Kimberly Minear	Remedial Reading	Fran Hyde	PS-2	\$1,250.00
n. Matthew Robinson	English	Daniel Hayes	THS	\$1,250.00
o. Emily Sellman	Special Ed-General	Lisa Hurteau	TMS	\$1,250.00
p. Michael Sprucks	Special Ed-General	Carol Bazan	PS-12	\$1,250.00
q. Sara Vann	Elementary	Sabina Dinardo	PS-2	\$1,250.00
r. Andrianna Walraven	Special Ed-General	Karen Altman	TMS	\$1,250.00
s. Kevin Walsh	Social Studies	Christina Buckley	THS	\$1,250.00
t. Meagan White	Music	Jason Boemio	PS-16	\$1,250.00

9. Unclassified Employee - 2014-15 District Building Technology Liaisons

<u>NAME</u>	<u>TENURE AREA</u>	<u>ASSIGNMENT</u>	<u>SALARY</u>
a. Elizabeth Pollock	Special Ed-General	PS-2	\$3,000 (stipend)
b. Carol Bazan	Mathematics	PS-12	\$3,000 (stipend)
c. Ronald West	Elementary	PS-14	\$3,000 (stipend)
d. Christina Jacques	Elementary	PS-16	\$3,000 (stipend)
e. Amy Fraser	Elementary	PS-18	\$3,000 (stipend)
f. Patricia Rogers	Elementary	CHS	\$3,000 (stipend)
g. Christina Kole	Mathematics	TMS	\$3,000 (stipend)
h. Lisa Serafini-Alonzi	Foreign Language	THS	\$3,000 (stipend)

10. Unclassified Employees - 2014-15 Substitutes

<u>NAME</u>	<u>TEACHERS</u>		<u>TEACHING ASST</u>		<u>HOME TUTOR</u>	
	<u>Certified</u>	<u>Uncertified</u>	<u>Certified</u>	<u>Uncertified</u>	<u>Certified</u>	<u>Uncertified</u>
	<u>(\$100 / day)</u>	<u>(\$90 / day)</u>	<u>\$12.00 / hour</u>		<u>(\$31.00 / hour)</u>	
Alicia Dott	X					
Casey Offringa	X					
Meagan White	X					

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

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:

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

Second: Mr. Strang

Carried: 9-0

1. Classified Employee - Resignation

<u>NAME</u>	<u>POSITION TITLE</u>	<u>% SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
a. Linda Warner	Teacher Aide	100%	PS-14	8/31/14

2. Classified Employee - Temporary Appointment

<u>NAME</u>	<u>POSITION TITLE</u>	<u>% SERVICE</u>	<u>ASSIGN</u>	<u>EFFECTIVE DATE</u>	<u>SALARY RATE</u>
a. Lillie Lomax	Lunch Aide	15 hrs / wk	PS-2	9/1/14 - 6/30/15	\$10.00 / hour
b. Shaunte Strickland	Lunch Aide	15 hrs / wk	PS-2	9/1/14 - 6/30/15	\$10.00 / hour

3. 2014-15 Volunteers

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>REASON</u>
Gregory Bruno	PS-16	classroom support, field trip
Jodi Bruno	PS-16	classroom support, field trip
Kiera Conde	PS-16	classroom support
George Daniels	PS-16	chaperone for school events

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

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

Second: Ms. Marro-Giroux

Carried: 9-0

1. 2014-15 Code of Conduct (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 the 2014-15 Code of Conduct.

2. 2014-15 APPR Plan (Addendum II)

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 a revised Annual Professional Performance Review (APPR) Plan for the 2014-2015 school year and authorizes and/or ratifies execution by the Superintendent of Schools and the President of the Board of Education of any and all required APPR Plan documents and/or certifications for submission to the State Education Department.

3. Special Education Placements (Addendum III)

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.

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

Mr. Schofield made a motion to approve Item 1.

Second: Mr. Strang

Carried: 9-0

1. Financial Reports (Addendum IV)

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

- a. June
- b. July

X. BOARD RESOLUTIONS

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

Second: Mr. Strang

Carried: 9-0

1. 2014-15 District Goals

- a. Goal 1: The number of students overall and for each sub-group measured for accountability achieving proficiency on Grades 3-8 ELA and Math scores will increase as follows, for the next five years:
 - °20% of our students who score at Level 1 will improve to levels 2, 3 and 4 the following year;
 - °20% of our students who score at Level 2 will improve to Levels 3 and 4 the following year.
- b. Goal 2: Through improved student engagement in learning, development of citizenship values and use of behavioral interventions, violations of the student Code of Conduct will decline in each school by 5% each year, for the next five years.
- c. Goal 3: The Regents diploma graduation rate from Troy High School will increase by 3% for each school year until it exceeds 90% and the number of students obtaining a Regents Diploma with Distinction will increase by 5% each year.
- d. Goal 4: The Troy City School District will establish student achievement data analysis and data-driven instruction as a condition for new employment in a teaching or leadership position in the District effective January 2012. All existing teachers and leaders will be trained in student achievement data analysis and data-driven instruction by December 2013. Beginning in the 2014-15 school year, the District will enhance the use of data to inform our decision-making at all levels throughout the District.

2. Policies for Approval

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

1900 Title I Parent Involvement
4526 Computer Acceptable Use
4810 Teaching About Controversial Issues
5405 Student Wellness
7350 Site Acquisition
7500 Naming Facilities
7810 Closing of Facilities
8220 Buildings and Grounds Maintenance

XI. FUTURE MEETINGS

1. September 17, 2014 at 6 pm (TMS)
2. October 1, 2014 at 7 pm (TMS)
3. October 15, 2014 at 6 pm (School 2)

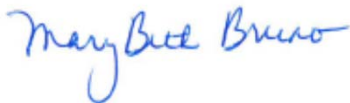
NYSSBA Convention is October 26-28, 2014 in NYC. Mrs. Wager-Rounds will be the Voting Delegate. Please let her know if you have any changes to the bylaws.

Ms. Marro-Giroux asked if Executive Sessions could be held after workshop meetings, instead before. Mr. Carmello said some matters are related to agenda items and need to be discussed in Executive Session prior to Board approval.

XII. ADJOURN

At 7:20 pm Mr. Schofield made a motion to adjourn the meeting. This was seconded by Mr. Strang and carried 9-0.

Respectfully submitted by,



Mary Beth Bruno
Board Clerk