

**BOARD OF EDUCATION
MINUTES**

PUBLIC HEARING FOR DISTRICT SAFETY PLANS

Date of Meeting: August 7, 2019
Type of Meeting: **REGULAR MEETING**
Location: Troy Middle School
Time: 5:30 PM Executive Session
6:00 PM Public Session

I. Call to Order

A. Roll Call

1. Members Present: Mrs. Ann Apicella
Mrs. Stephanie Fitch
Mr. Matthew Flowers, Jr.
Mr. Tom Mayo
Mrs. Elizabeth Poletto
Mrs. Ebony Pompey-Conway
Mrs. Anne Wager-Rounds
2. Members Absent: Mrs. Carol Harvin
3. Also Present: Mr. John Carmello, Superintendent of Schools
Dr. Donna Watson, Assistant Superintendent for Curriculum and Instruction
Mr. Adam Hotaling, Assistant Superintendent for Business
Mrs. Kristen Miaski, Director of Human Resources
Ms. Erin O'Grady-Parent, School Attorney

B. Executive Session

At 5:34 pm Mr. Mayo, President, made a motion for Executive Session for discussion of pending litigation. Invited in were Mr. Carmello, Dr. Watson, Mr. Hotaling, Mrs. Miaski and Ms. O'Grady-Parent.

C. Public Session

At 6:02 pm Mr. Mayo called the regular meeting to order with the Pledge of Allegiance.

D. Public Input on agenda and non-agenda items non-action items

No public comment.

II. Non-Action Items

A. Public Hearing for District Safety Plans

The District-wide safety plan needs to be approved annually, and there have been no major changes to the plan other than some personnel changes. The district will continue to have the district safety committee meetings four times a year. Mr. Carmello thanks Mrs. Harvin for serving on the District Safety Committee. The buildings have

monthly safety committee meetings and report back to the district safety meetings. The district takes safety seriously with all drills performed throughout the year. Mr. Flowers would like to serve on this committee.

B. Discussion of District Goals

Mr. Carmello begins by stating the district's four current goals have served the district very well. These goals are dated back to Dr. Howard's days. Goals are posted in every building and every room. They are a big part of the positive trend of student achievement in testing and graduation rates. Over the last couple years, we've been talking about student attendance at data meetings on a building level and district level. Coincidentally, State Ed has also started to include student attendance in the ESSA plan. They are focusing on students who are chronically absent, which is being absent 10% of the school year. For a student who is in the district all school year this would mean they could not be absent more than 18 days. Mr. Carmello would like to make this a goal on paper, as other goals have proved to have a positive affect when written down. The 10% rule is a little tough for district's like us, which is a very transient population. A student that may only be with the district for a month but is absent more than 4 days that month, they would be on our list as chronically absent. The document I just shared shows during the 2017-18 school year there 35% of our students were chronically absent. The state goal is for our district to decrease this to 32.9% for this current school year. We made a goal to make a goal of 2% attendance improvement, would help us exceed the state goal. The district has a lot of great ideas to help us reach this goal. A district-wide attendance committee has been formed and will be co-chaired by Dr. Tracy Ford and Erin Sheevers. Posters have been made and distributed in each building regarding "Everyday matters". We believe that it makes sense for the Board to memorialize this goal in writing.

Mr. Carmello suggests removing the current Goal #4 from the official list regarding intense data training. The district is currently using data throughout. It is used during writing our Code of Conduct every year, and data is always analyzed regarding our test results. We do not make a decision without using our data. Data is ingrained in what we do everyday now. Mr. Carmello also states that this goal is not really measurable, and goals really should be so his recommendation would be to remove this goal from the official list and replace it with the new attendance goal.

Mr. Mayo asks about Goal #2 with the removing "for the next five years" as this is something we do annually. Mrs. Pompey-Conway also suggests removing this line from Goal #1 as well. Mr. Carmello is agreeable to revising both goals as this is something we are looking at annually.

Mrs. Wager-Rounds inquires about how we will keep track of chronically absent students. Mr. Carmello explains that Tarek, our district data analyst, will provide monthly reports similar to the one that I just distributed. The board also receives monthly attendance reports which shows the attendance on a daily rate. Both reports will be looked at monthly as well as one at the end of the year.

Mrs. Harvin asks if students with excused absences will be included in these reports. Mr. Carmello stated that yes, excused absences will be shown in this report but will inquire with Tarek if we can break the data down to include the reason for the absence. We would like to delve into chronically absent students to see if there is something these students need

Mrs. Wager-Rounds asks about how attendance is considered for students on home instruction. Mr. Carmello explains that these students would not be included in this report. As long as the student is participating in home instruction they would not be marked absent.

Mrs. Pompey-Conway asks if Pre-K students are tracked as well. Mr. Carmello states that Pre-K is not mandatory so it is not tracked in these reports.

Mr. Carmello thanks the board for a really great discussion and great questions. If the board is agreeable with all the suggestions then we will put this on the August 21st agenda for approval.

C. Employee Transfer 2019-2020 (For notification purposes only)

<u>NAME</u>	<u>POSITION</u>	<u>FROM</u>	<u>POSITION</u>	<u>TO</u>
Curtis Nobles	Teaching Assistant	PS-12	Teaching Assistant (ISS)	CHS
Jerome Harvey	Teaching Assistant	PS-2	Teaching Assistant	CHS
Deloria Ballard-Hubble	SPED Self-Contained	TMS	SPED Consultant/Resource	TMS

<u>NAME</u>	<u>POSITION</u>	<u>FROM</u>	<u>POSITION</u>	<u>TO</u>	<u>EFFECTIVE DATE</u>	<u>SALARY RATE</u>
Alicia Hazen	Nurse 11-Month	PS-14	Nurse 10-Month	PS-14	07/01/2019	\$31,999.00

III. Action Items

A. Superintendent's Recommendations - Human Resources - Staff Matters - Unclassified

(Reviewed by D. Watson)

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:

Mr. Mayo made a motion to approve Items 1-9 as a Consent Agenda.

Second: Mrs. Wager-Rounds

Carried: 8-0

1. Unclassified Employee Resignation

<u>NAME</u>	<u>TENURE AREA</u>	<u>% OF SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Glenn Westfall	Physical Education	100%	TMS	08/05/2019
Daniel Ciaramella	Teaching Assistant	100%	CHS	07/26/2019
Jason Graber	PTECH College & Community Liaison	100%	THS	07/31/2019

2. Unclassified Employee Appointment 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>
Amanda Graziano	Special Education	100%	PS-16	09/01/2019	08/31/2023	SWD 1-6, Literacy; Initial	\$46,191 (S-1, C-E)

(Originally appointed on the 05/08/19 BOE Agenda, page 2)

3. Unclassified Employee Probationary Appointment

<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>
Kerry DeBruce	Elementary Grade 1	100%	PS-2	09/01/2019	08/31/2023	Child Ed 1-6, SWD 1-6, Literacy B-6: In process	\$47,230 (S-1, C-I)
(Transfer - Dawn Bulmer)							
Katherine Lahey	Elementary Grade 2	100%	PS-18	09/01/2019	08/31/2023	Early Child Ed B-2; Initial	\$48,475 (S-5, C-B)
(TSA - Kari Testo)							
Heather Lane	Art	100%	PS-2	09/01/2019	08/31/2023	Visual Arts; Initial	\$45,932 (S-3, C-A)

(Transfer - Elizabeth Hinkson)

Kathryn Elementary Child Ed 1-6 \$53,898
Bender Grade 2 100% PS-14 09/01/2019 08/31/2023 Professional (S-9, C-E)
(amend Assignment, 07/24/19 BOE Agenda, page 3)

4. Unclassified Employee Temporary Appointment

<u>NAME</u>	<u>POSITION</u>	<u>% SERVICE</u>	<u>ASSIGN</u>	<u>START DATE</u>	<u>END DATE</u>	<u>CERT STATUS</u>	<u>SALARY RATE</u>
Esma Simohamed	Student Counselor	100%	PS-2	09/01/2019	06/30/2020	School Counselor; Provisional	\$53,265.00

(amend Salary Rate, 05/08/19 BOE Agenda, page 3)

Candace Dobbs	Student and Community Advocate	100%	PS-2	07/01/2019	06/30/2020	TA Level I	\$42,912.00
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(amend Salary Rate, 06/19/19 BOE Agenda, page 4)

Victoria Hallett	Building Substitute	100%	CHS	09/01/2019	06/30/2020	Child Ed 1-6, SWD 1-6; Initial	\$125.00 per day
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Kali Maloney	ESL Teacher	100%	PS-14	09/01/2019	01/31/2020	Child Ed 1-6; Initial	\$44,115 prorated (S-1, C-A)
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(LTS - Sabbatical, Jamie Bowen)

Casey Thompson	Building Substitute	100%	PS-16	09/01/2019	06/30/2020	Child Ed 1-6, SWD 1-6;Initial	\$125.00 per day
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5. Unclassified Employee Fall Sports

<u>NAME</u>	<u>POSITION</u>	<u>SALARY RATE</u>
Christopher Stack	Assistant Coach	Football .50 \$2,135.50
Christopher Stack	Assistant Coach Volunteer	Football .50 -----
Gerard Jacques	Assistant Coach	Football .50 \$2,135.50
Gerard Jacques	Assistant Coach Volunteer	Football .50 -----
(amend Appointment and Salary Rate, 07/24/19 BOE Agenda, page 9)		
James Canfield	Volunteer	Football 1.00 -----
Janine Turcio	JV Coach	Girls Soccer .30 \$1,212.00
Janine Turcio	JV Coach Volunteer	Girls Soccer .20 -----
Janine Turcio	Modified Coach	Girls Soccer .30 \$1,005.90
Janine Turcio	Modified Coach Volunteer	Girls Soccer .20 -----
Caitlin Zautner	Volunteer	Girls Soccer 1.00 -----
Shana DeFazio	Volunteer	Girls Soccer 1.00 -----
(amend Appointment, 07/24/19 BOE Agenda, page 9)		
Matthew Marsh	Assistant Coach	Football 1.00 \$4,271.00
Gary Mongiardo	Assistant Coach	Football .50 \$2,135.50
Gary Mongiargo	Assistant Coach Volunteer	Football .50 -----
Susan Clermont	Modified Coach	Volleyball 1.00 \$3,353.00
Matthew Robinson	Volunteer	Football 1.00 -----
Mike Murnane	Varsity Coach	Boys Soccer 1.00 \$5,419.00
Mike Schaffer	JV Coach	Boys Soccer 1.00 \$4,040.00
Tara Anthony	Modified Coach	Girls Soccer .70 \$2,347.10
Tara Anthony	Modified Coach Volunteer	Girls Soccer .30 -----

6. Unclassified Employee 2019 Summer School Review Class/Proctoring/Grading

<u>NAME</u>	<u>POSITION</u>	<u>HOURS</u>	<u>SALARY RATE</u>
Chelsea Connolly	Proctor Exams	Up to 8 hours	\$32.00 per hour
Bridget Humphrey	Regents Review	Up to 2 hours/day, 20 hours max	\$32.00 per hour

7. Unclassified Employee 2019-2020 Data Liaisons

<u>NAME</u>	<u>ASSIGN</u>	<u>SALARY RATE</u>
Genevieve L. Stinson	PS-18 K-2	\$2,500.00 stipend
Deanna Clark	PS-18 3-5	\$2,500.00 stipend

8. Unclassified Employee Summer Professional Development

a. **TCSD Summer Progress Monitoring Training (Session 2)**

Amanda Nyman	\$100.00 per day, must attend all days	Title I
Kristen Lyden	\$100.00 per day, must attend all days	General Fund

b. **IEP Bootcamp Training (Session 2)**

Kristen Lyden	\$100.00 per day, must attend both days	General Fund
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9. Unclassified Employee Substitutes

<u>NAME</u>	<u>Teacher</u>			<u>Teaching Assistant</u>		<u>Home Tutor</u> <u>\$32/hour</u>
	<u>Retired</u> <u>\$150/day</u>	<u>Certified</u> <u>\$125/day</u>	<u>Uncertified</u> <u>\$115/day</u>	<u>Certified</u> <u>\$96/day</u>	<u>Uncertified</u> <u>\$96/day</u>	
Norris Benbow						X
Shawn Miller			X			
Marissa Napolitano			X		X	
Hannah Tighe			X			

B. Superintendent's Recommendations - Human Resources - 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. Mayo made a motion to approve Items 1-3 as a Consent Agenda.

Second: Mrs. Wager-Rounds

Carried: 8-0

1. Classified Employee Probationary Appointment

<u>NAME</u>	<u>POSITION</u>	<u>% SERVICE</u>	<u>ASSIGN.</u>	<u>PROB. START</u>	<u>PROB. END</u>	<u>SALARY RATE</u>
Daniel French <i>(Resignation - Dominick Rizzo)</i>	Maintenance-Days	100%	District	08/08/2019	02/07/2020	\$42,607 prorated (S-1, Gr.-17)
Crystal Edge	Nurse 11-Month	100%	SH/SOTS/ PS18	08/19/2019	02/18/2019	\$35,367 prorated (S-1, Gr. 7D)

2. Classified Employee Leave of Absence (Unpaid)

<u>NAME</u>	<u>POSITION</u>	<u>% SERVICE</u>	<u>ASSIGN</u>	<u>EFFECTIVE DATE</u>
Crystal Edge	Nurse 11-Month	100%	SH/SOTS/PS18	08/26/2019-08/30/2019

3. Classified Employee Temporary Appointment

<u>NAME</u>	<u>POSITION</u>	<u>% SERVICE</u>	<u>ASSIGN.</u>	<u>EFFECTIVE DATE</u>	<u>SALARY RATE</u>
Mario Loccisano	Transportation Facilitator - ESASP	100%	District	09/01/2019 - 06/30/2020	\$10,000 stipend

C. Superintendent Recommendations - Programs

(Reviewed by D. Watson)

Mr. Mayo made a motion to approve Items 1-4 as a Consent Agenda.

Second: Mrs. Wager-Rounds

Carried: 8-0

1. 2019 Summer Berkshire Union Free School District Contract

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 Berkshire Union Free School District for 8:1:2 and 6:1:2 program services from July 1, 2019 through August 31, 2019 at a cost of \$9,236.00 to be paid from Special Education funds.

[2019 Summer Berkshire Union Free School District Contract](#)

2. 2019-2020 Berkshire Union Free School District Contract

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 Berkshire Union Free School District for 8:1:2 and 6:1:2 program services from September 1, 2019 through June 30, 2020 at a cost of \$56,029.00 to be paid from Special Education funds.

[2019-2020 Berkshire Union Free School District Contract](#)

3. 2018-19 Efficacy Institute Contract - Amended Dates

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, hereby accepts the recommendation of the Superintendent to amend the expiration date with The Efficacy Institute for professional development services, which was originally approved on October 3, 2018. This contract will now expire on August 31, 2019 to be paid by Title I and Title II funds.

4. Special Education Placements

BE IT RESOLVED, that the Committee of Special Education as submitted to the Board of Education students having the registration numbers listed in 2018-2019 and 2019-2020 classes for students with special needs.

[2018-2019 and 2019-2020 Special Education Placements](#)

D. Superintendent Recommendations - Business Finance

(Reviewed by A. Hotaling)

Mr. Mayo made a motion to approve Item 1 as a Consent Agenda.

Second: Mrs. Wager-Rounds

Carried: 8-0

1. SEQRA Determination

WHEREAS, the Board of Education (the "Board") of the Enlarged City School District of Troy (the "School District") is proposing to undertake a capital project consisting of the replacement of existing window assemblies in the Troy High School boiler room and associated work at a maximum cost of \$100,000 (the "Project"); and

WHEREAS, the proposed Project entails the construction, maintenance, repair, replacement, reconstruction and/or rehabilitation involving no substantial changes or expansion beyond 10,000 square feet of existing structures and/or facilities; and

WHEREAS, the proposed Project is a routine activity of the School District; and

WHEREAS, the Board has considered information and documentation which describes the design and intent of the Project;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, based upon the record before it, including the general, specific and detailed knowledge of the Board of the proposed Project, and under the applicable standards of New York State Environmental Quality Review Act ("SEQRA") and 6 NYCRR Part 617.5, hereby determines that the Project is a Type II Action, and that no further action is required to satisfy the requirements of SEQRA.

BE IT FURTHER RESOLVED, that this resolution takes effect immediately.

E. Board of Education Appointments

Mr. Mayo made a motion to approve Items 1-2 as a Consent Agenda.

Second: Mrs. Wager-Rounds

Carried: 7-1

1. Appointment of Board Clerk

WHEREAS, effective June 26, 2019, the Board of Education appointed Theresa Kaniff to serve as Acting Board Clerk following the resignation of Mary Beth Bruno, and Ms. Kaniff has been serving as Acting Board Clerk since that time; and

WHEREAS, the Board of Education has determined to appoint Ms. Kaniff as Board Clerk through December 31, 2019, effective immediately;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby appoints Theresa Kaniff to serve as Board Clerk through December 31, 2019; and

BE IT FURTHER RESOLVED, that Ms. Kaniff shall receive a \$10,000 stipend for the performance of Board Clerk duties for the period from July 1, 2019 through December 31, 2019.

2. Employment Agreement - Secretary to the Superintendent

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby approves the Amendment to the Terms and Conditions of Employment for the Secretary to the Superintendent, previously approved on July 1, 2019.

F. Future Meetings

August 21, 2019 - 6:00pm at TMS
September 4, 2019 - 6:30pm at TMS
September 18, 2019 - 6:00pm at TMS

G. Adjourn

At 6:22pm, Mr. Mayo made a motion to adjourn the meeting. This was seconded by Mrs. Wager-Rounds and carried 8-0.

Respectfully submitted by,



Theresa Kaniff
Acting District Clerk

