

Board of Education Minutes

Date of Meeting: November 28, 2018
Type of Meeting: **REGULAR MEETING**
Location: School 16

I. Call to Order

Members Present: Mrs. Ann Apicella
Mrs. Carol Harvin
Mrs. Stephanie Fitch
Mr. Matthew Flowers
Mr. Tom Mayo
Mrs. Elizabeth Poletto
Mr. Michael Tuttleman
Mrs. Anne Wager-Rounds

Members Absent: Mr. Bill Strang

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

Also Absent: Mr. Adam Hotelling, Asst. Superintendent for Business

A. EXECUTIVE SESSION

At 5:30 pm Mr. Mayo, President, made a motion for Executive Session for discussion of pending litigation. Invited in were Mr. Carmello, Dr. Watson, Mrs. Miaski and Ms. Ahearn.

B. PUBLIC SESSION

At 6:05 pm Mr. Mayo called the regular meeting to order with the Pledge of Allegiance.

Mr. Mayo made the following announcements:

On December 4th the Troy community is asked to vote on a proposition to authorize a fully-funded Capital Project at Troy High School to replace a portion of the roof. The proposal will have no additional impact on taxpayers. Absent ballot applications are available. Also, on December 5th at 5 pm, Troy Middle School will host an important event on cyberbullying open to all Troy CSD families "Growing Up in the Digital Age".

C. PUBLIC INPUT ON AGENDA AND NON-AGENDA ITEMS NON-ACTION ITEMS

No public input.

II. Non-Action Items

A. School 16 Principal's Presentation - T. Ford

Dr. Tracy Ford, principal of School 16, welcomed Board, administrators and parents to the meeting. School 16 choir sang two songs for the audience and were applauded for their performance. Dr. Ford gave a power point presentation and discussed the steady progress since 2012/13. Proficiency levels have more than doubled since then. For 2017/18: ELA 38.8%, Math 48.7%; and 4th Grade Science 85.5%. School action plans are in place to continue this trend. The School Leadership team has developed a goal to increase proficiency to 50% in ELA and Math with the support of full-time instructional coach, Diane Allen. PBIS team goal is to reduce suspensions by 20%. RTI team goal is to increase achievement 20% overall as assessed by students in Tier 3 moving to Tier 2; Tier 2 moving to Tier 1. RTI referral process was revised this summer. Dr. Ford credits his committed staff for their students' success.

B. THS Roof Capital Project Vote - J. Carmello

Mr. Carmello gave a presentation regarding the THS Roof Capital Project vote to take place on Tuesday, December 4. The roof over the classrooms and technology wing of the high school are in need of repair. The project will replace the roof area before it becomes an emergency project. The roof was originally installed in 1980. Mr. Carmello explained there is no tax impact because the local share will be funded by the Capital Reserve Fund.

C. Policy Review - J. Carmello

Mr. Carmello reviewed the policies which were discussed at the November 7, 2018 Policy Committee.

- 0110R Sexual Harassment Regulation
- 1400 Complaints from the Public
- 2340 Notice of Meetings
- 4311.1R Display of the Flag

Discussion: Mr. Tuttmann asked if the potential change in the definition of sexual gender under Title IX would impact our Sexual Harassment policy. School attorney Kathy Ahearn responded that the interpretation of sexual gender was more broad under former President Obama than current President Trump. The change will not impact Troy; New York State already has more protections than most states. DASA already has this in place.

III. Action Items

A. Superintendent's Recommendations - Human Resources

Staff Matters - Unclassified (reviewed by D. Watson)

Mr. Mayo made a motion to approve Items 1-13 as a Consent Agenda.

Second: Mrs. Wager-Rounds

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 2018-2019 Leave of Absence (Unpaid)

<u>NAME</u>	<u>TENURE AREA</u>	<u>% OF SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Sarah McCart	Teaching Assistant	100%	PS-16	11/9/18 1/2 day
Caitlin Zautner	Teaching Assistant	100%	THS	1/14/19-5/3/19

2. Unclassified Employee 2018-2019 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>
Nicole Struble	SPED Teaching Assistant 8:1:2	100%	THS	12/17/2018	12/16/2022	Level I TA	\$25,564 prorated Level I

(Resigned - Ellie Crudo)

*In order to be eligible for tenure, an individual receiving a probationary appointment as a classroom teacher or building principal must receive annual composite or overall APPR ratings of H or E in at least three of the four preceding years, and if the individual receives a rating of I in the final year of the probationary period, he or she will not be eligible for tenure at that time.

3. Unclassified Employee 2018-2019 Temporary Appointment

<u>NAME</u>	<u>POSITION</u>	<u>ASSIGN.</u>	<u>EFFECTIVE</u>	<u>CERT STATUS</u>	<u>SALARY RATE</u>
Krista	SPED		12/04/2018-	SWD 1-6, Prof.	\$47,512.00
Zukowski	Teacher	PS-14	06/30/2019	Child Ed 1-6, Prof	prorated (S-1, C-K)

(LTS - Kelly Goyer)

4. Unclassified Employee 2018-2019 After School Programs

<u>NAME</u>	<u>POSITION</u>	<u>ASSIGN.</u>	<u>MAX HOURS</u>	<u>SALARY RATE</u>
<u>21st Century</u>				
Michelle Durham	Site Coordinator	CHS	Up to 8 hours per week	\$26.00 per hour
(amend Program, 117/18 Agenda, page 3)				
Tammie Lockrow	Site Coordinator	PS-14	Up to 8 hours per week	\$26.00 per hour
(amend Program, 117/18 Agenda, page 3)				
Charles Walker	Teaching Assistant	TMS	Up to 12 hours per week	\$26.00 per hour

Empire State

Sharon Bowen	Teaching Assistant	PS-18	Up to 6 hours per week	\$26.00 per hour
Patricia Cohen	Teaching Assistant	PS-2	Up to 4 hours per week	\$26.00 per hour
Renee Patti	Teacher	PS-14	Up to 10 hours per week	\$32.00 per hour

5. Unclassified Employee 2018-2019 McKinney-Vento Tutors

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>MAX HOURS</u>	<u>SALARY RATE</u>
Dorothy Pomykala	TMS	Up to 8 hours per week	\$32.00 per hour

6. Unclassified Employee 2018-2019 Winter Sports

<u>NAME</u>	<u>POSITION</u>	<u>SALARY RATE</u>
Amy Jones	Modified Coach Swimming	\$3,336.00

(amend Salary Rate, 11/17/18 agenda, page 4)7. Unclassified Employee 2018-2019 Spring Musical

<u>NAME</u>	<u>POSITION</u>	<u>SALARY RATE</u>
Tara Higgins-Pascucci	Director	\$2,826.00
Elizabeth Hinkson	Costumes	\$1,413.00
Elizabeth Hinkson	Make-Up	\$471.00
Jason Boemio	Music Director	\$1,884.00
Rachel Apunte	Pianist (Accompany & Perform)	\$785.00
Rachel Apunte	Vocal Director	\$1,884.00

8. Unclassified Employee 2018-2019 Interns (Unpaid)

<u>NAME</u>	<u>COLLEGE</u>	<u>AREA OF STUDY</u>	<u>EFF. DATES</u>	<u>SUPERVISOR</u>	<u>ASSIGN.</u>
Victoria Burnham	SUNY New Paltz	Early Childhood Education	03/25/2019-05/17/2019	Tom Carroll	PS-16
Alecia Loveland	Saint Rose	School Counseling	01/14/19-05/08/19	Jennifer White	PS-2
Sabina Dinardo	MCLA	Administration	01/02/19-6/30/2020	Joseph Mariano	THS

9. Unclassified Employee 2018-2019 Sunset Program (Troy High School)

<u>NAME</u>	<u>TENURE AREA</u>	<u>POSITION</u>	<u>HOURS</u>	<u>SALARY RATE</u>
Justin Birk	Science	Teacher	Up to 10 hours per week	\$32.00 per hour

10. Unclassified Employee 2018-2019 TMS Parent Engagement

<u>NAME</u>	<u>TENURE AREA</u>	<u>HOURS</u>	<u>SALARY RATE</u>
Christina Kole	Mathematics	Up to 3 hours	\$32.00 per hour
Amy Fraser	Elementary	Up to 3 hours	\$32.00 per hour
Andrea Murray	School Psychology	Up to 3 hours	\$32.00 per hour

11. Unclassified Employee 2018-2019 K-Kids Program (Carroll Hill)

<u>NAME</u>	<u>TENURE AREA</u>	<u>HOURS</u>	<u>SALARY RATE</u>
Tenika Wilcox	Elementary	Up to 60 hours	\$32.00 per hour
Maria Walker	Elementary	Up to 60 hours	\$32.00 per hour

12. Unclassified Employee 2018-2019 Odyssey of the Mind

<u>NAME</u>	<u>POSITION</u>	<u>TENURE AREA</u>	<u>ASSIGN.</u>	<u>HOURS</u>	<u>SALARY RATE</u>
Amy Fraser	Co-Coach	Elementary	TMS	Up to 50 hours	\$32.00 per hour

13. Unclassified Employee 2018-2019 Substitutes

NAME	Teacher			Teaching Assistant		Home
	Retired	Certified	Uncertified	Certified	Uncertified	Tutor
	\$150/day	\$125/day	\$115/day	\$12.00/hour		\$32/hour
Anna Marie Bertrand						X
Crystal Davis					X	
Bailey Dineen			X		X	
Jacklyn Anthony Viel			X		X	
Amanda Wells			X			

Staff Matters - Classified

(reviewed by K. Miaski)

Mr. Mayo made a motion to approve Items 1-6 as a Consent Agenda.

Second: Mrs. Wager-Rounds

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 classified personnel actions:

1. Classified Employee 2018-2019 Retirement

<u>NAME</u>	<u>POSITION TITLE</u>	<u>% SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
David Holmstedt	Custodian-Nights	100%	TMS	12/31/2018
Charles Prefore	Custodian-Nights	100%	PS-2	12/31/2018
Pamela Alicea	Monitor	100%	PS-12	10/03/2018

2. Classified Employee 2018-2019 Resignation

<u>NAME</u>	<u>POSITION TITLE</u>	<u>% SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Larry Bush	Sr. Custodian	100%	TMS	11/28/2018

3. Classified Employee 2018-2019 Leave of Absence (Unpaid)

<u>NAME</u>	<u>POSITION TITLE</u>	<u>% SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Michael Walsh	Laborer	100%	TMS	11/29/18-06/01/2019

4. Classified Employee 2018-2019 Probationary Appointment

<u>NAME</u>	<u>POSITION TITLE</u>	<u>% SERVICE</u>	<u>ASSIGN.</u>	<u>PROB. START</u>	<u>PROB. END</u>	<u>SALARY RATE</u>
Andre Washington (Resigned - Scott McCumber)	Laborer	100%	PS-2	11/29/2018	5/28/2019	\$37,820.00 prorated (S-1, Gr. 13)
Larry Bush (Replacing Michael Walsh)	Laborer	100%	TMS	11/29/2018	5/28/2019	\$38,385.00 prorated (S-2, Gr. 13)
Elizabeth Perrot (Retired - James Russell)	Laborer	100%	THS	11/29/2018	5/28/2019	\$37,820.00 prorated (S-1, Gr. 13)

Michael Walsh (Replacing Larry Bush)	Senior Custodian	100%	TMS	11/29/2018	5/28/2019	\$45,678.00 prorated (S-4, Gr. 14S)
Muhammad Abdullah (Retired - Pamela Alicea)	Monitor	100%	PS-12	11/29/2018	5/28/2019	\$29,656.00 prorated (3TroyN, Yr. 2)
Brock Crouch	Maintenance Mechanic	100%	District	11/29/2018	5/28/2019	\$52,513.00 prorated (S-1, Gr. 21A)

5. Classified Employee - 2018-2019 Substitutes

NAME	CLERK	SEC/ TYPIST	MONITOR	LUNCH AIDE	TEACHER AIDE	NURSE	BOILER OPER.	MAINT.	LABORER
	\$11/hr	\$15/hr	\$15/hr	\$10.40/hr		\$25/hr	\$19/hr	\$16/hr	\$15/hr
Joshua Allen			X						
Jeremy Bashford			X						
Daniel French			X						X
Jonathan Graciani			X						X
Evan Lefebvre									X
Bridget Russell			X						
Brenda Vest			X						X

6. Classified Employee 2018-2019 Volunteers

PS-14

Aya Asaac

TMS

William Meadow, Jr.
John Parks
Ethan Rambacher

CHS

Karen Adelska
Sean Coffey
Kathy Curtain
Patricia Gaston
Katie Jabour

Linda Kelley
Kristen Ricchiuti
Jona Rivera
Patricia Ward

C. Superintendent's Recommendations - Programs (reviewed by D. Watson)

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

Second: Mrs. Wager-Rounds

Discussion: Mr. Tuttmann asked if the bid award was below the budget. Mr. Jeff West of UW Marx responded yes; considerably lower. There were 3 bidders in all.

Carried: 8-0

1. LaSalle School for Boys (2018-19)

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 LaSalle School for Boys for special education 1:1 aide from September 1, 2018 through June 30, 2019 for (1) student in the amount of \$103.11 per day to be paid from Special Education funds.

LaSalle School for Boys

2. Prana Mani

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 Prana Mani for teacher training activities at Susan O'Dell Taylor School from November 28, 2018 through June 30, 2019 in the amount of \$2054.00 to be paid from Title IV funds.

Prana Mani

3. Brian Mendler (aka Discipline Associates, LLC)

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 Brian Mendler (aka Discipline Associates, LLC) for professional development at School 14 from November 28, 2018 through June 30, 2019 in the amount of \$5495.00 to be paid from Title IV funds.

Brian Mendler

4. Out of State Conferences

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, upon the recommendation of the Superintendent, hereby approves the following out of state conferences:

<u>Conference:</u>	<u>Attendees:</u>	<u>Cost/Paid By:</u>
a. Beyond School Hours February 20-23, 2019 Atlanta, GA	Melvin Rivers	\$594 per person Paid by 21st Century
b. ISTE Conference June 23-26, 2019 Philadelphia, PA	Christina Kole Amy Fraser Peter Scofield Erin Sheevers	\$425 per person Paid by Title IV

D. Superintendent's Recommendations - Business Finance

(reviewed by A. Hotaling)

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

Second: Mrs. Wager-Rounds

Carried: 8-0

1. Bid Award - Emergency Roofing Reconstruction at THS

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby award the following bid opened on November 19, 2018 for Emergency Roofing Reconstruction at Troy High School (gymnasium area) to be awarded to the following lowest responsible bidder:

<u>General Construction GC-1</u>		<u>Amount</u>
General Roofing Contracts, LLC	Bid Base	\$721,000.00
94 Big Boom Road	No Alternatives Requested	\$0.00
Glen Falls, NY 12801	<u>Total Contract Amount</u>	\$721,000.00

2. August and September Financials

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby approves the August and September 2018 Financial reports.

<u>August Financials</u>
<u>September Financials</u>

3. Donations

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

<u>Donors</u>	<u>Purpose</u>	<u>Amount</u>
Nicole Case	TMS 7th Grade Field Trip	\$356.00
Karen DeBonis	School 12 ALP for National Kindness Day	\$10.00
School 16 Parents	School 16 5th Grade Field Trip	\$142.25
School 16 Parents	School 16 4th Grade Field Trip	\$143.00

E. Future Meetings

Discussion: (1) Mrs. Harvin said she attended the soccer banquet and it was well planned and organized. She also thanked Mr. Carmello for not closing school during the recent snow storm. It was a good decision and school opened on time. (2) Mrs. Wager-Rounds reminded everyone of Saturday's fundraiser for ALP at Brown's Malt Room.

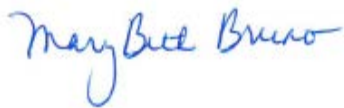
SPECIAL VOTE - DECEMBER 4, 2018 (Poll Hours 7:30 am - 8 pm)

1. December 5, 2018 at 6:30 pm (TMS)
2. December 19, 2018 at 6:00 pm (School 2)
3. January 2, 2019 at 6:30 pm (TMS)
4. January 16, 2019 at 6:00 pm (School 18)

IV. Adjourn

At 7:00 pm Mr. Mayo made a motion to adjourn the meeting. This was seconded by Mrs. Wager-Rounds and carried 8-0.

Respectfully submitted by,



Mary Beth Bruno
Board Clerk

We Can.
We Will.
End of Story

