

Board of Education

Date of Meeting: Tuesday, August 29, 2017
Type of Meeting: **REGULAR MEETING**
Location: Troy Middle School

MINUTES

I. Call to Order

At 5:45 pm Mr. Schofield, Board President, called the meeting to order.

A. ROLL CALL

Members Present: Mrs. Ann Apicella
Mrs. Carol Harvin
Ms. Mary Marro-Giroux
Mr. Tom Mayo
Mrs. Elizabeth Poletto
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, Asst. Superintendent for Curriculum & Instruction
Mrs. Kristen Miaski, Director of Human Resources
Mrs. Erin O'Grady-Parent, School Attorney

Absent: Mr. Adam Hotaling, Asst. Superintendent for Business

B. EXECUTIVE SESSION

At 5:45 pm Mr. Schofield made a motion for Executive Session for pending litigation. Invited in were Mr. Carmello, Dr. Watson, Mr. Hotaling, Ms. Miaski and Mrs. O'Grady-Parent.

C. PUBLIC SESSION

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

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

No public input.

II. Non-Action Items

A. NYS Assessment Results - J. Carmello and D. Watson

Superintendent John Carmello reported on the State assessment results released on August 22nd. He stated Troy's mission is to graduate all students college and career ready and these test results are proof that we are making progress toward that mission. The US Department of Education has adopted the Every Student Succeeds Act (ESSA) and NYSED needs to submit its ESSA plan by the end of September. The new Commissioner has sought input from the field and it has been a very open process. Under the State's new ESSA plan, there will be new standards, new assessments tied to those standards, as well as expanded State Results. The Board of Regents is encouraged by state-wide assessment results. There has been small incremental gains in both Math and ELA. They understand that testing is just one piece of the puzzle.

District Results. Mr. Carmello said he is very pleased with Troy's results. When the new common core standards were first implemented in 2012/13, the District's proficiency percentage was 11% in ELA and 12% in Math. The percentage of students reaching proficiency has steadily and consistently increased over the last four years with our 2016/17 percentages at 26% for ELA (up 4% from last year) and 20.4% (up .6% from last year) in Math. The overall number of students scoring at proficiency since 2012/13 in ELA increased from 182 to 432 this year; Math increased from 197 to 332 this year. He attributes this steady increase to the hard work of teachers and staff as well as the support of the Board of Education and parents. Everyone is working together. ELA is doing great with a district-wide focus on literacy and we are very proud. A few schools are down in Math and there is still work to be done. Each building has already met with their teams to take the next steps.

District Goals. The Board will approve the 2017-18 goals on tonight's agenda. These goals have helped to drive the improvements just noted. We are trying to help all students improve their learning and achievement each year.

Graduation Rates. Mr. Carmello stated he is very proud of Troy's improvement in graduation rates. For the class of 2016 the graduation rate was 83%, a 7% increase from the previous year and higher than the State average of 80%. Mr. Carmello also pointed out that our rate is much higher than districts that are similar to ours (71% average graduation rate for those districts). He also discussed the elimination in the achievement gap at Troy in relation to graduation rates. Our African American students graduated at 85%, which is higher than our overall rate. This rate is also significantly higher than the State average for this subgroup of students. (71% State average for African American students). There is much to be proud of with significant progress made; we will build upon that progress and keep moving forward.

Mr. Mayo stated these numbers are fantastic and thanked principals and staff.

Mr. Tuttmann stated if so many students are not passing across NYS, it is possible the tests are defective. Mr. Carmello said that it is more a factor of the different standards concerning the 3-8 assessments than graduation rates. The 3-8 assessments scores are based on the newly developed college and career readiness threshold while the high school graduation still uses the former passing rates. Mr. Tuttmann also asked for the assessment data to be sorted by cohorts for ELA and Math. Mr. Carmello said it is reflected in his report by following each cohort through the years: e.g. the 3rd Grade started at 9%; then in 4th Grade was 13%; 5th Grade 19% and 6th Grade 19%.

How are we getting there? Dr. Donna Watson, Assistant Superintendent for Curriculum and Instruction, discussed operationalizing the Regents Reform Agenda for 2017-18 school year. She stated the components of the Regents Reform Agenda will focus on the new ESSA plan. Troy's Theory of Action has not changed: all students will learn and achieve at high levels; if they don't WE will change what we do; school leaders will support teachers and staff; and data will be used to inform all of the work that we do. We will sharpen our focus for the new school year; maintaining a true learning orientation with thinking our way out of problems. Our work continues with curriculum mapping aligned to the common core (4-year cycle).

New for 2017/18. There will be an expansion of the standards-based reports card to Grade 6 beginning September; a refined role of our curriculum leaders to include progress monitoring toward sharpened proficiency targets in all subjects; a greater emphasis on integrated science and social studies into units of study in reading, writing, mathematics; and use of newly hired instructional coaches, math liaisons and Rtl liaison to target academic improvements. The Board of Regents has announced there will be a reduction in testing days for 2018 Grades 3-8. Assessment of the new Grades 3-8 ELA and Math exams will be in 2021, giving us time to re-align.

Mr. Mayo asked if a trimester works better. Dr. Watson said yes because it aligns with fall, winter and spring assessments.

We are building instructional data systems to inform our work in real time. Use of (8) early-release days are working well so teams can drill down data, feedback and strategy (DFS) process at the local level. We have really targeted resources and Troy is rich in staff support. David Abrams [of Rose & Greene] is assisting us in the creation of multiple measures indexing (MMI) systems at the district and building levels to allow for great monitoring of students' progress in ELA and mathematics over time. The district-wide Data Dashboard has also been expanded to include all outcome measures from the District Comprehensive Improvement Plan (DCIP).

Mrs. Harvin asked if Mr. Abrams is full-time or part-time. Dr. Watson responded he is a consultant with our Technology Department and Rtl Coordinator.

Professional Development. Dr. Watson said that we have an intense commitment to professional growth and she feels Troy has the highest quality professional development opportunities. Our staff has participated in 8314 conferences, trainings and workshops in 2016-17, an increase from 5216 in 2015-16. Our teams come back transformed. This is the first year of a district-wide APPR target (average of 5 regents). There is more time for teaching and learning with unity around District Goal 3 to graduate all students college and career ready. Individual differences in evaluation ratings will depend more heavily on your own work.

School Turnaround Effort. Dr. Watson said our entire district is making turnaround efforts with a clear mission to grow proficiency in all students. Initiatives for Schools 2 and CHS include DTSDE trainings; continued resilience on principles of efficacy; active community engagement teams; literacy leadership teams and district leadership teams; emphasis on attendance; gap-closing school visits and extensive outreach to families. We have a partnership with Dr. Monica George Fields of Reach Educational Solutions for progress monitoring of reform efforts. We maintain a true learning orientation in all that we do and never stop trying. We are committed to personal growth and to taking risks. Our work is hard but it is the greatest work there is.

III. Action Items

A. Superintendent's Recommendations - Human Resources

1. Employee Transfer (For notification purposes only)

<u>NAME</u>	<u>POSITION</u>	<u>FROM POSITION</u>	<u>TO POSITION</u>	<u>SALARY RATE</u>	<u>EFFECTIVE DATE</u>
Bettie Gourrier <i>(Transfer - H. Brown)</i>	SPED TA	PS-2 TA (ISS)	PS-2	N/C	09/01/2017
Linda Matrose <i>(Resigned - L. Cannon)</i>	TA (ISS)	PS-16 SPED TA	PS-16	N/C	09/01/2017
Laurie Petteys <i>(Transfer - L. Matrose)</i>	TA 1:1	PS-16 TA (ISS)	PS-16	N/C	09/01/2017
Elizabeth Franz <i>(Resigned - L. Vincent)</i>	Grade 5	PS-14 Grade 2	PS-16	N/C	9/1/2017

Mr. Schofield made a motion to approve Items 1-22 as a Consent Agenda.

Second: Mr. Mayo

Discussion: Mr. Mayo thanked Human Resources for new hires.

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 - 2017-2018 Resignation

<u>NAME</u>	<u>TENURE AREA</u>	<u>% SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Lauren Cannon	Teaching Assistant	100%	PS-16	08/25/2017
Matthew Robinson	ELA	100%	THS	08/31/2017
Nicole Kirk	Special Education	100%	PS-16	08/31/2017
Kristen Philpotts	Special Education	100%	PS-14	08/31/2017
Jill Miller	FACS	100%	TMS	08/31/2017
Adrienne Haase	Teaching Assistant	100%	THS	09/04/2017
Dana Kelley	Teaching Assistant	100%	TMS	08/29/2017
Patricia Bateman	Teaching Assistant	100%	PS-2	08/23/2017
Joseph Coleman	Mathematics	100%	TMS	09/05/2017
Brock Renfrew	Social Studies	100%	TMS	10/16/2017
Hailey Murphy	Teaching Assistant	100%	PS-16	08/24/2017
Lakeisha Vincent	Elementary	100%	PS-16	9/29/2017
Jill Osso	Teaching Assistant	100%	PS-14	9/12/2017

2. Unclassified Employee 2017-2018 Leave of Absence (Unpaid)

<u>NAME</u>	<u>TENURE AREA</u>	<u>%SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Marilyn Barton	Teaching Assistant	100%	PS-2	09/05/2017 1/2 day
Andrea Phillips	Reading	100%	PS-2	08/31/2017
Dorothy LaClair	Special Education	100%	PS-2	09/01/17-6/30/18

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>PROB APPT CERT STATUS</u>	<u>SALARY RATE</u>
David Banker	Teaching Assistant	100%	CHS	9/1/2017	8/31/2021	Level III	\$26,369 Step 3
Brendan Bradt	Teaching Assistant	100%	TMS	9/1/2017	8/31/2021	School Couns. Provisional	\$28,690 Step 7
(Resigned - B. Matthews)							
Arianna Feliciano	Elementary Grade 2	100%	CHS	9/1/2017	8/31/2021	Child Ed 1-6, Initial	\$46,415 (S-2, C-E)
(Retired - M. O'Brien)							
Katie Larson	Special Education	100%	CHS	9/22/2017	9/21/2021	SWD 1-6, Professional; Child Ed 1-6, Professional	\$50,239 (S-6, C-E) pro-rated
(Transfer - K. Balint)							

Samuel Ziebel	Science	100%	TMS	9/1/2017	8/31/2021	Chemistry 7-12 Initial	\$46,925 (S-1, C-K)
(Retired - P. Dunleavy)							
Veronica Branca	ESL	100%	PS-18/ TMS	9/26/2017	9/25/2021	ESOL, Prof.; Spanish 7-12 Professional	\$49,169 (S-5, C-E) pro-rated
(Resigned - K. Weinheimer)							
Maureen Pavlicko	Teaching Assistant	100%	THS	9/1/2017	8/31/2021	Spanish 7-12, Initial; ESOL, Initial	\$25,248 Step 1
(Resigned - M. Coffey)							
Michael Sunkes	Teaching Assistant	100%	THS	9/1/2017	8/31/2021	PE, Initial	\$25,248 Step 1
(Resigned - A. Haase)							
Paul Groff, Jr.	Teaching Assistant	100%	PS-18	9/1/2017	8/31/2021	Level I TA	\$25,248 Step 1
(Transfer - B. Gourrier)							
Caroline Carros	Special Education	100%	PS-2	9/1/2017	8/31/2021	SWD 1-6, Initial; Child Ec 1-6, Initial	\$43,354 (S-1, C-A)
(Resigned - C. Coonradt)							
Kevin Noonan	English Language Arts	100%	THS	9/1/2017	8/31/2021	ELA 7-12, Initial	\$44,374 (S-1, C-C)
(Resigned - M. Robinson)							
Kathleen Fuller	Business	100%	TMS/ THS	9/1/2017	8/31/2021	Business, Perm. SS, Permanent	\$49,169 (S-5, C-E)
[.40 Business @THS, and .60 replacing Jill Miller (resigned)]							
Ashleigh Nelson	Special Education	100%	PS-14	9/1/2017	8/31/2021	SWD 1-6, Initial; Child Ec 1-6, Initial	\$45,394 (S-1, C-E)
(Resigned - K. Philpotts)							
Hailey Murphy	Special Education	100%	PS-16	9/1/2017	8/31/2021	SWD 1-6, Initial; Child Ed 1-6, Initial	\$45,394 (S-1, C-E)
(Resigned - N. Kirk)							
Breanne McCrank	Teaching Assistant	100%	TMS	9/1/2017	8/31/2021	PE, Prof.; Health, Prof.	\$25,248 Step 1
(Resigned E. Neuffer)							
Sherri Colligan	Teaching Assistant	100%	TMS	9/1/2017	8/31/2021	TA Level I	\$25,248 Step 1
(Newly budgeted position)							
Tammy Treen	Technology	100%	THS	9/1/2017	8/31/2021	Technology, Professional	\$52,968 (S-9, C-E)
(Resigned - W. Whitty)							

Pratima Mathematics 100% TMS 9/1/2017 8/31/2021 Math 7-12, \$48,199
 Sampler Initial (S-3, C-I)
(Resigned - J. Coleman)

Rachel Special 100% PS-16 9/1/2017 8/31/2021 Child Ed 1-6, \$45,394
 Brown Education Initial; SWD 1-I (S-1, C-E)
(Resigned - S. Olsen)
 Initial

*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.

4. Unclassified Employee 2017-2018 Temporary Appointment

<u>NAME</u>	<u>TENURE AREA/ POSITION</u>	<u>% SERVICE</u>	<u>ASSIGN</u>	<u>EFFECTIVE DATES</u>	<u>CERTIFICATION STATUS</u>	<u>SALARY RATE</u>
Elizabeth Pollock	Learning Technology Grant Facilitator	100%	PS-2	09/01/2017-06/30/2018		\$775 stipend
Esma Simohame	Student Counselor	100%	PS-2	09/01/2017-06/30/2018	School Counselor Provisional	\$50,000
Samuel Aronowitz	Student Support Specialist	100%	PS-2	09/01/2017-06/30/2018		\$40,000
Maria Nielsen	Foreign Language	100%	THS/ TMS	09/01/2017-06/30/2018		\$45,904 (S-1, C-H)
Emily McCabe	Building Substitute	100%	PS-12	09/01/2017-06/30/2018	School Counselor Provisional	\$100 per day
Katie Dobbins	Building Substitute	100%	CHS	09/01/2017-06/30/2018	Child Ed 1-6, Initial	\$100 per day
Alyssa M. Casale	Building Substitute	100%	PS-18	09/01/2017-06/30/2018	Child Ed 1-6, Initial	\$100 per day
Marianne Kulzer	Elementary Grade 4	100%	PS-18	09/01/2017-06/30/2018	N,K, 1-6 Permanent	\$45,394 (S-1, C-E)
(LOA - M. Murphy)						
Nicole Tlaji	Arabic Interpreter	100%	District	07/01/2017-06/30/2018		\$32.00 per hour (up to \$12,000)
Jamie Gargano	Spanish Interpreter	100%	District	07/01/2017-06/30/2018	Spanish, Professional	\$32.00 per hour (up to \$12,000)
Lakime Meadows	Home School Coordinator	100%	PS-2	09/01/2017-08/31/2018		\$13,000 stipend
Mary Beth Bruno	Comm./PR Specialist	100%	PS-2	09/01/2017-08/31/2018		\$5,000 stipend

Anne Marie Jabour	Professional Support	100%	PS-2	09/01/2017-08/31/2018		\$5,000 stipend
Christl Mueller	Professional Support	100%	PS-2	09/01/2017-08/31/2018		\$5,000 stipend
Elizabeth Pollock	Professional Support	100%	PS-2	09/01/2017-08/31/2018		\$5,000 stipend
Catherine Tedesco	Professional Support	100%	PS-2	09/01/2017-08/31/2018		\$5,000 stipend
Kenneth Newman	Project Leader My Brother's Keeper	100%	PS-12	09/01/2017-08/31/2018		\$6,000 stipend
Stephanie Stinney	Family Advocate	100%	PS-2	09/01/2017-08/31/2018		\$40,000
Elizabeth Pollock	Instructional Coach	100%	PS-2	09/01/2017-06/30/2018		\$71,917 (S-18, C-J)
Zachary Musachio	Elementary Grade 3 <i>(LTS - S. Logrippo)</i>	100%	PS-2	09/01/2017-06/30/2018	Child Ed 1-6, Initial; SWD 1-6 Initial	\$45,394 (S-1, C-E)
Alyssa Monaghan	Elementary Grade 6 <i>(LOA - J. Valenti)</i>	100%	PS-2	09/01/2017-11/01/2018	Child Ed 1-6, Initial Pending	\$43,354 (S-1, C-A)
Noel Santiago, Jr.	Mathematics	100%	TMS	09/01/2017-06/30/2018	Math 7-12, Permanent	\$50,239 (S-6, C-E)
	<i>(TSA - C. Kole)</i>					
Daniel Ciaramella	Building Substitute	100%	PS-2	09/01/2017-06/30/2018	Child Ed 1-6, Initial	\$100 per day
Candace Dobbs	Student & Community Advocate	100%	PS-2	09/01/2017-06/30/2018		\$40,000
Dorothy LaClair	Special Education	100%	PS-2	09/01/2017-06/30/2018	SWD B-2, Initial; Early Child Ed B-2, Initial	\$45,394 (S-1, C-E)
	<i>(TSA - E. Pollock)</i>					
Jake DiVeronica	Social Studies	60%	TMS	09/01/2017-6/30/2018	Social Studies, Initial	\$47,179 (S-3, C-E) pro-rated

5. Unclassified Employee 2017 Summer Professional Development

a. **THS Building Leadership Team**

Heather Gelatt THS \$32.00 per hour, up to 30 hours General Fund

b. **FACS/Technology Curriculum Writing**

Andrew Baitinger THS \$32.00 per hour, up to 30 hours General Fund
Melissa Boucher TMS \$32.00 per hour, up to 30 hours General Fund
Amy Fraser District \$32.00 per hour, up to 30 hours General Fund
Greg Hansen THS \$32.00 per hour, up to 30 hours General Fund

David Laiacona	TMS	\$32.00 per hour, up to 30 hours	General Fund
Paul Martin	THS	\$32.00 per hour, up to 30 hours	General Fund
Jill Miller	TMS	\$32.00 per hour, up to 30 hours	General Fund
William Whitty	THS	\$32.00 per hour, up to 30 hours	General Fund
Christopher Wolff	THS	\$32.00 per hour, up to 30 hours	General Fund

c. **Summer School PE/Health Curriculum Mappin**

Tony Fruscio	THS	\$32.00 per hour, up to 30 hours	General Fund
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d. **P-TECH Summer Bridge Program**

Taylor Colello	Up to 20 hours	\$32.00 per hour
Adrienne Haase	Up to 20 hours	\$32.00 per hour
Matthew Marsh	Up to 20 hours	\$32.00 per hour

e. **2017 2-Day Summer Tech Camp (*MUST ATTEND BOTH DAYS*)**

Rachel Apunte	PS-14	Title I	\$100 per day, Must attend both days
Elizabeth Carcich	Carroll Hill School	General Fund	\$100 per day, Must attend both days
E. Shawn Haarer	Troy High School	General Fund	\$100 per day, Must attend both days
Deborah St. Onge	Carroll Hill School	Title I	\$100 per day, Must attend both days
Melissa Sullivan	Troy Middle School	Title I	\$100 per day, Must attend both days

6. Unclassified Employee 2017-2018 TMS Programs

<u>NAME</u>	<u>TENURE AREA</u>	<u>ASSIGNMENT</u>	<u>SALARY RATE</u>
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Teacher-Student Mentors

Vincenza Sorriento	Elementary	6th Grade	\$2,250
Amber Vogel	Elementary	6th Grade	\$2,250
Nicole Case	ELA	7th Grade	\$2,250
Sean Geisel	Health	7th Grade	\$2,250
Diana Nystrom	Math	7th Grade	\$2,250
Tiffany Wysocki	ELA	7th Grade	\$2,250
Ellie Crudo	Teaching Assistant	8th Grade	\$1,828
Victoria Nadeau	Teaching Assistant	8th Grade	\$1,828
Regina Santiago	Teaching Assistant	8th Grade	\$1,828
Kira Vasconez	ESL	8th Grade	\$2,250

PBIS Facilitator

Carrie Dwyer	Elementary	\$2,000 stipend
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Data Liaison

Jenna Brooks	Elementary	\$2,500 stipend
	Up to 40 hours [July and August 2017]	\$32.00 per hour

7. Unclassified Employee 2017-2018 PS-12 Programs

<u>NAME</u>	<u>POSITION</u>	<u>SALARY RATE</u>
Trevor Taylor	Student Council Advisor	\$949 stipend
Elizabeth VonEitzen	Student Council Advisor	\$949 stipend
Alicia Mariano	Yearbook Advisor	\$1,131 stipend

8. Unclassified Employee - Elementary 2016-2017 Efficacy Training Day

<u>NAME</u>	<u>TENURE AREA</u>	<u>SALARY RATE</u>
Brock Renfrew	Social Studies	\$32.00 per hour, up to 10 hours

9. Unclassified Employee 2017-2018 Odyssey of the Mind Coaches

<u>NAME</u>	<u>TENURE AREA</u>	<u>ASSIGNMENT</u>	<u>SALARY RATE</u>
Marilyn Barton	Teaching Assistant	PS-2	\$32.00 per hour, up to 100 hours
Hannah Christopher	Elementary	PS-14 Co-Coach	\$32.00 per hour, up to 100 hours
Jill Osso	Teaching Assistant	PS-14 Co-Coach	\$32.00 per hour, up to 100 hours

Nicole Dominikoski	Elementary	PS-14	Co-Coach	\$32.00 per hour, up to 100 hours
Danielle Varcasio	Elementary	PS-14	Co-Coach	\$32.00 per hour, up to 100 hours
Megan Monette	Elementary	PS-16		\$32.00 per hour, up to 100 hours
Treva Shaer	Elementary	PS-16		\$32.00 per hour, up to 100 hours
Amy Fraser	Elementary	PS-18		\$32.00 per hour, up to 100 hours
Mary Zakarka	Elementary	CHS	Co-Coach	\$32.00 per hour, up to 100 hours
Deb St. Onge	Elementary	CHS	Co-Coach	\$32.00 per hour, up to 100 hours
Carrie Dwyer	Elementary	TMS		\$32.00 per hour, up to 100 hours
Charles Smith	Social Studies	TMS		\$32.00 per hour, up to 100 hours
Amber Vogel	Elementary	TMS		\$32.00 per hour, up to 100 hours
Honorah Donovan	ELA	THS		\$32.00 per hour, up to 100 hours

10. Unclassified Employee 2017-2018 Mentor-Mentees

<u>MENTEE</u>	<u>TENURE AREA</u>	<u>ASSIGN</u>	<u>MENTOR</u>	<u>SALARY RATE</u>
Rachel Apunte	Music	PS-14	Bill Wendelken	\$1,263 stipend
Caroline Carros	Special Education	PS-2	Elizabeth Pollock	\$1,263 stipend
Jennifer Deuel	Physical Education	THS	Amy Jones	\$1,263 stipend
Emily DeViddio	Science	TMS	Justin Haviland	\$1,263 stipend
Anthony DiTroia	Physical Education	PS-2	Tony Fruscio	\$1,263 stipend
Arianna Felicia	Elementary	CHS	Emmalee Olszewski	\$1,263 stipend
Amy Gettig	Speech	PS-14	Denise Clancy	\$1,263 stipend
Marilla Gucwa	Music	TMS	Lori McAllister	\$631.50 stipend
			Rhonda Hermance	\$631.50 stipend
Nicholas Harbacz	Music	TMS	Jason Boemio	\$1,263 stipend
Sarah Jabour	Elementary	PS-18	Deanna Clark	\$1,263 stipend
Lindsey Lewis	Elementary	PS-2	Cathy Tedesco	\$1,263 stipend
Melissa McGill	Art	TMS	Courtney Goodman	\$1,263 stipend
Caitlin Merrifield	Special Education	TMS	Jenna Brooks	\$1,263 stipend
Hailey Murphy	Special Education	PS-16	Megan Monette	\$1,263 stipend
Zachary Musachio	Elementary	PS-2	Ann Marie Jabour	\$1,263 stipend
Ashleigh Nelson	Special Education	PS-14	Jill McClement	\$1,263 stipend
Maria Nielsen	Foreign Language	THS	Jamie Gargano	\$1,263 stipend
Kevin Noonan	Eng. Language Arts	THS	Beth Willson	\$1,263 stipend
Jennalee Ritacco	Special Education	CHS	Kyle DePaolo	\$1,263 stipend
Genevieve M. Stinson	Elementary	PS-18	Mary Abbott	\$1,263 stipend
Renia Yoanidis	Mathematics	TMS	Nancy Smith	\$1,263 stipend
Samuel Ziebel	Science	TMS	Kelly Willetts	\$1,263 stipend

11. Unclassified Employee 2017-2018 Parent Outreach Coordinators (Pending Grant Approval)

<u>NAME</u>	<u>TENURE AREA</u>	<u>ASSIGNMENT</u>	<u>SALARY RATE</u>
Queen Daniels		PS-2	\$1,500 stipend
Patty Weaver-Lipscomb	Special Education	PS-14	\$1,500 stipend
Elizabeth Carcich	School Social Worker	CHS	\$1,500 stipend
Amber Vogel	Elementary	TMS	\$1,500 stipend

12. Unclassified Employee 2017-2018 Parent Engagement Coordinators (Pending Grant Approval)

<u>NAME</u>	<u>TENURE AREA</u>	<u>ASSIGNMENT</u>	<u>SALARY RATE</u>
Queen Daniels		PS-2	\$1,500 stipend
Alexandria Phillips	School Counselor	CHS	\$1,500 stipend

13. Unclassified Employee 2017 Summer School Regents - Grading

<u>NAME</u>	<u>HOURS</u>	<u>SALARY RATE</u>
Jennifer DeMarco	Up to 10 hours	\$32.00 per hour

14. Unclassified Employee 2017 Special Education Summer School

<u>NAME</u>	<u>POSITION</u>	<u>SALARY RATE</u>
Ellie Crudo	Teaching Assistant	\$26.00 per hour

15. Unclassified Employee 2017-2018 Interns (Unpaid)

<u>NAME</u>	<u>COLLEGE</u>	<u>AREA OF STUDY</u>	<u>EFFECTIVE DATE</u>	<u>SUPERVISOR</u>	<u>ASSIGN.</u>
Kateri Mandracchi	SUNY Albany	Social Work	9/18/17-5/22/18	Nancy Chicoine	PS-18
Christine Brooks	Clarkson	Science	17-18 school year	Ben VonEitzen	THS
Dallas Dubois	Russell Sage	Occ. Therapy	9/11/17-12/8/17	Jessica Maloney	PS-2/PS-18
McKenna George	Russell Sage	Occ. Therapy	9/11/17-12/8/17	Holly Lockrow	PS-2/SH
Krista Coddington	Marist	Psychology	9/6/17-6/30/18	Colleen Syrett	THS

16. Unclassified Employee 2017-2018 Fall Sports

<u>NAME</u>	<u>POSITION TITLE</u>	<u>SALARY RATE</u>
Sam Marro	Varsity Assistant Coach Football	\$4,198
Joshua Monk	Varsity Assistant Coach Football .50	\$2,099
Gary Mongiardo	Varsity Assistant Coach Football .50	\$2,099
Genevieve M. Stinson	Volunteer Girls Soccer	-----

17. Unclassified Employee 2017-2018 THS Club Advisors

<u>NAME</u>	<u>POSITION TITLE</u>	<u>SALARY RATE</u>
Maria Nielsen	Italian Club	\$949.00 stipend

18. Unclassified Employee 2017 Summer Parent Involvement Activities - TMS

<u>NAME</u>	<u>HOURS</u>	<u>SALARY RATE</u>
Emma Dewart	Up to 3 hours Title I	\$32.00 per hour
Shannon Doggett	Up to 3 hours Title I	\$32.00 per hour
Nichole Mantas	Up to 3 hours Title I	\$32.00 per hour
Carrie Seaman	Up to 3 hours Title I	\$32.00 per hour
Renia Yoanidis	Up to 3 hours Title I	\$32.00 per hour

19. Unclassified Employee Extra Assignments 2017-2018

<u>NAME</u>	<u>TENURE AREA</u>	<u>ASSIGN</u>	<u>SALARY RATE</u>
Veronica Branca	ESL	TMS 6th period	\$6,120
Kathleen Fuller	Business	TMS	\$6,120

20. Unclassified Employee 2017-2018 Adult and Continuing Education Program - Fall Session

<u>NAME</u>	<u>AREA</u>	<u>EFFECTIVE DATE</u>	<u>SALARY RATE</u>
Gaynor Hartigan	GED Prep Class	Fall 2017	\$30.00 per hour
Stephanie Moshier	Biology	Fall 2018	\$30.00 per hour
Brian Poland	Chemistry	Fall 2019	\$30.00 per hour
David Price	Driver Education	Fall 2020	\$30.00 per hour + Fees
Matthew Sindoni	Algebra	Fall 2021	\$30.00 per hour
Benjamin VonEitzen	Chemistry	Fall 2022	\$30.00 per hour

21. Unclassified Employee 2017-2018 CHS Parent Engagement Event (8/31/17)

<u>NAME</u>	<u>HOURS</u>		<u>SALARY RATE</u>
All CHS Teachers	Up to 2 hours	Title I	\$32.00 per hour
All CHS Teaching Assistants	Up to 2 hours	Title I	\$26.00 per hour

22. Unclassified Employee 2017-2018 Substitutes

<u>NAME</u>	<u>TEACHERS</u>		<u>TEACHING ASSISTANT</u>		<u>HOME</u>
	<u>Certified</u>	<u>Uncertified</u>	<u>Certified</u>	<u>Uncertified</u>	<u>TUTOR</u>
	<u>\$100/day</u>	<u>\$90/day</u>	<u>\$12.00/hour</u>		<u>\$32.00/hour</u>
Eddy Bailey		X		X	
Jacklyn Brehm		X		X	
Connie Esposito			X		
Victoria Hallett		X		X	
Lauren Longhi				X	
Chelsea Marshall					X
Meghan Marohn	X				X
Samantha Rivet			X		X
Nicole St. Onge		X			
Yenni Schwartz				X	
James Seymour		X		X	
Judith Valenti					X
Joseph Vece	X				
Amanda Wickers	X				

Staff Matters - Classified

(reviewed by K. Miaski)

Mr. Schofield made a motion to approve Items 1-7 as a Consent Agenda.

Second: Mr. Mayo

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 classified personnel actions:

1. Classified Employee - Retirement

<u>NAME</u>	<u>POSITION</u>	<u>% OF SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Jody Urban	Laborer	100%	THS	10/1/2017

2. Classified Employee - Resignation

<u>NAME</u>	<u>POSITION</u>	<u>% OF SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Frederick Evans	Laborer	100%	CHS	8/18/2017

3. Classified Employee 2017 School 2 Summer Professional Development (July 31 - August 4)

Linda Kraus	\$24.57 Per hour, up to 30 hours	SIG
Ann Miller	\$19.35 Per hour, up to 30 hours	SIG
Dawn Marie Purcell	\$22.17 Per hour, up to 30 hours	SIG

4. Classified Employee 2017 Summer School Substitutes

<u>NAME</u>	<u>POSITION</u>	<u>SALARY RATE</u>
John Laviolette	Monitor	\$19.10 per hour

5. 2017-2018 Lunch Aides

<u>NAME</u>	<u>SCHOOL</u>	<u>MAX HOURS</u>	<u>SALARY RATE</u>
Virginia Marshall	PS-2	15 hours/week	\$10.00 per hour
Jean Pryor	PS-2	15 hours/week	\$10.00 per hour
Alice Jacobs	PS-14	15 hours/week	\$10.00 per hour
Brandi Robinson	PS-14	15 hours/week	\$10.00 per hour
Jessica Hebert	PS-16	15 hours/week	\$10.00 per hour
Diana McClure	PS-16	15 hours/week	\$10.00 per hour
Lillie Lomax	PS-16	15 hours/week	\$10.00 per hour
Vicki Buchanan	PS-18	9 hours/week	\$10.00 per hour
Amber Remillard	PS-18	15 hours/week	\$10.00 per hour

6. Unclassified Employee 2017-2018 CHS Parent Engagement Event (8/31/17)

<u>NAME</u>	<u>HOURS</u>		<u>SALARY RATE</u>
CHS Teacher Aides	Up to 2 hours	Title I	Contract Hourly Rate
CHS Monitors	Up to 2 hours	Title I	Contract Hourly Rate

7. 2017-2018 Volunteers

<u>TMS</u>	<u>RPI - America Reads, America Counts and Tutor Time Programs</u>			
Christopher Decker	Breanna Apple	Molly Kerwick	Lily Wang	Jessica Miklinski
	Alyssa Borges	Vincent Kolander	Sophia Cahillane	Ana Nazario
<u>PS-18</u>	Megan Broga	Jocelyn McConnon	Seunghee Cho	Raghunath Rathore
Frances Akstull	Salvador Carino	Adam Melendez	Rory Eiffe	Ann Dominique Sta. Cruz
Walter Akstull	Jianren Chen	James Mester	Chloe Fisher	Michael Stobierski
Rosemary Gagliardi	Debora Cuellar	Elizabeth Morales	Linnea Henshaw	Ellis Tammelleo
	Rebecca Dailey	Mariam Naviwala	Armani Khan	Crystal Vejar
	Eva Dibong	Bhakti Patel	Jacquelyn LeBlanc	John Wallace
	Vincent Flores-Aprill	Kelsey Terry	Meixin Liang	Queena Wang
	Brianna Kernan	Uyen Uong	Deanna Luneau	

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

Mr. Schofield made a motion to approve Items 1-21 as a Consent Agenda.

Second: Mr. Mayo

Carried: 9-0

1. Code of Conduct

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 2017-18 Code of Conduct.

Code of Conduct

2. Contract - Access Therapy Group PLLC (summer)

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 Access Therapy Group PLLC for special education services from July 3, 2017 through August 11, 2017 at a cost of \$2,880.00 for one student to be paid by Special Education funds.

[Access Therapy Group \(summer\)](#)

3. Contract - Access Therapy Group PLLC (2017-18)

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 Access Therapy Group PLLC for special education services from September 6, 2017 through June 22, 2018 at a cost of \$5,200.00 for one student; added sessions are \$65.00 per session as needed, to be paid from Special Education funds.

[Access Therapy Group \(2017-18\)](#)

4. Contract - Bell's Driving School

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 agreement with Bell's Auto Driving School for instructional services from September 1, 2017 to June 30, 2018 at a cost of \$366.00 per student to be paid from Adult and Continuing Ed funds.

[Bell's Driving School](#)

5. Contract - Margaret Connors

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 Margaret Connors for District training and support services from September 1, 2017 through June 22, 2018 at a cost of \$400.00 per day, up to 180 days to be paid by Title I funds.

[Margaret Connors](#)

6. Contract - Dr. Leslie Halpern

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 Dr. Leslie Halpern for (3) one-hour professional development sessions with Pre-Kindergarten staff from August 31, 2017 - October 30, 2017 at a cost of \$175 per hour for 3 hours for a total of \$525.00 to be paid by PreK funds.

[Dr. Leslie Halpern](#)

7. Contract - Rose & Greene Consulting (MMI)

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 agreement with Rose & Greene Consulting LLC (David Abrams) for MMI (multiple index design) consulting services from September 1, 2017 to June 30, 2018 at a cost of \$34,000.00 to be paid from Title I funds.

[Rose & Greene \(MMI\)](#)

8. Contract - Rose & Greene Consulting (K-8 Testing)

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 agreement with Rose & Greene Consulting LLC (David Abrams) for K-8 ELA/Math testing and DFS professional development support from September 1, 2017 to June 30, 2018 at a cost of \$18,000.00 to be paid from Title I funds.

[Rose & Greene \(K-8 Testing\)](#)

9. Use Agreement - The Rensselaer Newman Foundation Chapel & Cultural Center

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 Use Agreement with The Rensselaer Newman Foundation Chapel & Cultural Center for use of the Hospitality House by Troy High School's MyJourney Program from September 5, 2017 to June 30, 2018 at no cost to the District.

[The Rensselaer Newman Foundation](#)

10. Contract - The Research Foundation of SUNY

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 agreement with The Research Foundation of SUNY for professional development for "Preparation of School Psychologists" from September 1, 2017 to June 30, 2018 at a cost of \$34,500.00 to be paid from Special Education funds.

[The Research Foundation](#)

11. Contract - Mary Grace Tompkins

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 Mary Grace Tompkins for math support at School 2 for 2017-18 school year at a rate of \$400 per day, up to 75 days, to be paid by General funds.

[Mary Grace Tompkins](#)

12. Contract - St. Margaret's Center

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 agreement with St. Margaret's Center for nursing services during the transportation of special education students for 2017-18 school year at a cost of \$100 per day, not to exceed \$500 per week, to be paid from Special Education funds.

[St. Margaret's Center](#)

13. Contract - Rensselaer County Chapter of ARC, Inc.

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 agreement with Rensselaer County Chapter of ARC Inc. for special education services from July 1, 2017 through June 30, 2018 at a cost of \$140,916.00 for summer and school year (12-months) to be paid from Special Education funds.

[Rensselaer Cty. Chapter of ARC](#)

14. Off-Campus Agreement - Rensselaer Polytechnic Institute (RPI Tutor Time)

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 agreement with Rensselaer Polytechnic Institute for K-12 tutoring services from August 31, 2017 through May 2, 2018 at no cost to the District.

[RPI Tutor Time](#)

Pre-K Contracts

15. Achievements

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 Achievements for Universal PreKindergarten Program (UPK) located at Troy Boys and Girls Club for September 1, 2017 - June 30, 2018 in the amount of \$14,625.00 to be paid from UPK grant funds.

[Achievements](#)

16. CEO - Head Start (Schools 2, 12 and 14)

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 Commission on Economic Opportunity (CEO) Head Start for Universal PreKindergarten Program (UPK) located at Schools 2, 12, 14 and CEO Family Resource Center for September 1, 2017 - June 30, 2018 in the amount of \$397,800.00 to be paid from UPK grant funds.

[CEO Head Start](#)

17. CEO - Expanded PreK (School 12)

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 Commission on Economic Opportunity (CEO) for Expanded PreK for 3-year olds in program located at School 12 from September 1, 2017 - June 30, 2018 in the amount of \$231,000.00 to be paid from Expanded PreK grant.

[CEO Expanded PreK](#)

18. Sacred Heart School

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 Sacred Heart School and Sacred Heart Church for Universal PreKindergarten Program (UPK) for September 1, 2017 - June 30, 2018 in the amount of \$131,625.00 to be paid from UPK grant funds.

Sacred Heart School

19. Samaritan -Rensselaer Child Care Center, Inc.

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 Samaritan-Rensselaer Child Care Center, Inc. for Universal PreKindergarten Program (UPK) for September 1, 2017 - June 30, 2018 in the amount of \$43,875.00 to be paid from UPK grant funds.

Samaritan-Rensselaer Child Care

20. Sunnyside Day Care Center

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 Sunnyside Day Care Center, a service of Catholic Charities, for Universal PreKindergarten Program (UPK) for September 1, 2017 - June 30, 2018 in the amount of \$23,400.00 to be paid from UPK grant funds.

Sunnyside Day Care Center

21. Unity Sunshine Program

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 Unity Sunshine Program, service of Unity House of Troy, Inc. for Universal PreKindergarten Program (UPK) for September 1, 2017 - June 30, 2018 in the amount \$46,800.00 to be paid from UPK grant funds.

Unity Sunshine Program

C. Superintendent's Recommendations - Business Office

(reviewed by A. Hotaling)

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

Second: Mr. Mayo

Carried: 9-0

1. Financial Reports

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

[May Financials](#)

[June Financials](#)

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/Items</u>	<u>Amount</u>
The Kula Foundation (Red Robin)	TMS	\$1.09
Rensselaer Polytechnic Institute	THS Science Dept.	\$1,500.00

3. Surplus

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby accepts the following item to be declared surplus:

Southbend grill top Tag No. 0003956 located at THS

D. Board Resolutions

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

Second: Mr. Mayo

Carried: 9-0

1. District 5-Year 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:
 - o20% of our students who score at Level 1 will improve to levels 2, 3 and 4 the following year;
 - o20% 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 establishes student achievement data analysis and data-driven instruction as a condition for new employment in a teaching or leadership position. The District will continue to enhance the use of data to inform our decision-making through formal, regular Data Feedback Strategy (DFS) meetings at all levels throughout the District.

2. Policy Updates

a. Adoption of New Policies

BE IT RESOLVED That the Board of Education hereby approve adoption of the following policies in **5300 Student Conduct** policy:

5300.05 [Introduction](#)

5300.1 [Definitions](#)

5300.2 [Essential Partners](#)

5300.5 [Discipline of Students with Disabilities](#)

5300.75 [Dissemination and Review of Code of Conduct](#)

b. Revisions

BE IT RESOLVED That the Board of Education hereby approve revision of the following policies:

1741 [Home Schooled Students](#)

1900 [Parent and Family Engagement](#)

4531 [Field Trips and Excursions](#)

4532 [School Volunteers](#)

5151 [Homeless Children](#)

5300.6 [Corporal Punishment](#)

5420 [Student Health Services](#)

5500 [Student Records](#)

8505 [Charging School Meals](#)

c. Abolish Policies (included in 5300's):

BE IT RESOLVED That the Board of Education hereby approve the abolishment of the following policies:

- 1240R Visitors to Schools Regulation
 - 1520 Public Conduct on School Property
 - 5300 Student Conduct
- 5311.4 Care of School Property by Students
 - 5312 Prohibited Conduct
- 5312.1R Drug and Alcohol Abuse Regulation
 - 5312.2 Dangerous Weapons in School
 - 5313 Penalties
- 5313.1 Detention
- 5313.2 In-School Suspension
 - 5320 Student Conduct on School Buses

3. Settlement Agreements

a. Employee A

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education of the Enlarged City School District of Troy hereby approves a Settlement Agreement concerning the subject employee identified on confidential schedule "A", and authorizes the President of the Board of Education to execute the written Settlement Agreement.

b. Employee B

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education of the Enlarged City School District of Troy hereby approves a Settlement Agreement concerning the subject employee identified on confidential schedule "B", and authorizes the President of the Board of Education to execute the written Settlement Agreement.

c. Employee C

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education of the Enlarged City School District of Troy hereby approves a Settlement Agreement concerning the subject employee identified on confidential schedule "C", and authorizes the President of the Board of Education to execute the written Settlement Agreement.

E. **Future Meetings**

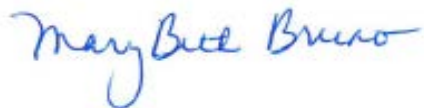
Discussion: Mr. Tuttmann asked Mr. Carmello how teachers will respond to questions regarding Charlottesville rioting. Mr. Carmello responded by saying there has been a discussion in Admin Council and buildings are ready to support any student who needs it.

September 6, 2017 at 6 pm (TMS)
September 20, 2017 at 6 pm (TMS)
October 4, 2017 at 6:30 pm (TMS)
October 18, 2017 at 6 pm (School 14)

III. Adjourn

At 7:10 pm Mr. Schofield made a motion to adjourn. This was seconded by Mr. Mayo and carried 9-0.

Respectfully submitted by,



Mary Beth Bruno
Board Clerk

We Can.
We Will.
End of Story

