

## BOARD OF EDUCATION MINUTES

Date of Meeting: March 16, 2022  
Type of Meeting: **REGULAR MEETING**  
Location: Troy Middle School  
Time: 5:30 PM Executive Session  
6:00 PM Regular Meeting

### I. Call to Order

#### A. Roll Call

1. Members Present: Mrs. Ann Apicella Mr. Donald Miller  
Mr. Matthew Flowers, Jr. Mrs. Ebony Pompey-Conway  
Mrs. Diana Heckman Mrs. Anne Wager-Rounds  
Mr. Tom Mayo
2. Members Absent Mrs. Rosemary Coles  
Mrs. Elizabeth Poletto
2. Others Present: Mr. John Carmello, Superintendent  
Dr. Donna Watson, Assistant Superintendent for Curriculum & Instruction  
Mr. Adam Hotaling, Assistant Superintendent for Business  
Mr. Imran Abbasi, Assistant Superintendent for Human Resources  
Ms. Erin O'Grady-Parent, School Attorney

#### B. Executive Session

At 5:32 pm Mrs. Wager-Rounds made a motion to go into Executive Session to discuss an employee discipline matter. This was seconded by Mr. Mayo and carried 7-0.

#### C. Public Session

At 6:00 pm Mrs. Wager-Rounds called the regular meeting to order with the Pledge of Allegiance.

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

There was no input.

### II. Non-Action Items

#### A. Drama Club Presentation

Tara Higgins-Pascucci, Music Curriculum Leader, introduces two students who perform a sneak peak of the upcoming Drama Club's spring musical, The Beauty and the Beast.

#### B. 2022-23 Budget Discussions (Draft 2) - J. Carmello

Mr. Carmello discusses the budget development process this year. He says that things are really falling into place this year at the state level. Mr. Carmello says that the district's goal is to produce a budget that is both educationally sound and fiscally responsible. He is recommending a 0% increase to the tax levy. Recapping this budget would include all current staffing and programs which costs approximately \$2.6 million. We have added approximately \$2 million in expanded student and district services. Mr. Carmello discusses the current capital

project that has been impacted by Covid with supply chain delays, worker availability and inflation. Within this budget, we're recommending appropriating \$5 million of unassigned fund balance to close the anticipated shortfall gap to allow us to complete the projects on time. Some changes since the last draft include additional teacher retirement savings, which would allow the addition of five new positions. Our next steps are to monitor the state budget situation, senate and assembly budgets, which have been approved this week. It's the first time in a long time that small city districts do not need to advocate for our budget needs. The foundation aid is being phased in this year, as well as fully funding the expense-based aids. Barring any major changes with the state budget, we would anticipate adopting the budget at the April 13th Board meeting. The budget vote is May 17th.

### III. Action Items

#### A. Approval of Minutes

**Mrs. Wager-Rounds made a motion to approve Item 1 as listed.**

**Second: Mrs. Pompey-Conway**

**Discussion: None**

**Carried: 7-0**

1. [March 2, 2022](#)

#### B. Superintendent's Recommendations - Human Resources - Staff Matters - Unclassified and Classified *(Reviewed by I. Abbasi and 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 and classified personnel actions:

Employee Transfer 2021-2022 School Year (For notification purposes only)

<u>NAME</u>	<u>FROM POSITION</u>	<u>FROM</u>	<u>TO POSITION</u>	<u>TO</u>
Kevin Pompey	Monitor	TMS	Monitor	THS

**Mrs. Wager-Rounds made a motion to approve Unclassified Items 1-10.**

**Second: Mrs. Pompey-Conway**

**Discussion: None**

**Carried: 7-0**

#### Unclassified Items 1-9 (within linked document)

10. Unclassified Employees Student Interns/Student Teachers/Observation Hours (Unpaid)

<u>NAME</u>	<u>COLLEGE</u>	<u>AREA OF STUDY</u>	<u>EFFECTIVE DATES</u>	<u>SUPERVISOR</u>	<u>ASSIGN.</u>
Alan Weloth	Clarkson	Social Studies	3/17/22-5/15/22	Charles Smith	TMS
Brianna Smolinski	Maria College	Occ. Therapy	3/28/22-5/24/22	Darcy Bowman	PS16

**Mrs. Wager-Rounds made a motion to approve Classified Items 1-5.**

**Second: Mrs. Pompey-Conway**

**Discussion: None**

**Carried: 7-0**

#### Classified Item 1-4 (within linked document)

5. Classified Employees - Volunteers

**TMS (RPI Students)**

Brian Delaney	Bryan McKeever	Jared Zornitzer	Rafael Conzano
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Phebe Anne Wagner  
Nicholas Gangi  
Sara Seelman

Taylor Herschelmann  
Christine Carney  
Hannah Burr

Alexandra Labrecque  
Jetta McPhee  
Chang Liu

Marie-Elizabeth Kabeya  
Isha Shah

[Staff Matters \(Unclassified and Classified\)](#)

**C. Superintendent Recommendations - Programs**

*(Reviewed by D. Watson)*

**Mrs. Wager-Rounds made a motion to approve Items 1-3.**

**Second: Mrs. Pompey-Conway**

**Discussion: None**

**Carried: 7-0**

1. [Lisa Wilson-Good \(2022 Contract\)](#)

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 Lisa Wilson-Good for consultative services for the My Brothers Keeper program from March 2022 through August 2022 at a cost not to exceed \$10,000.00 to be paid from the My Brothers Keepers grant funds.

[Lisa Wilson-Good \(2022 Contract\)](#)

2. [Discipline Associates, LLC \(March 2022 Contract\)](#)

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 Discipline Associates, LLC for professional development services at School 16 on March 25, 2022 at a cost not to exceed \$5,500.00 to be paid from ARP grant funds.

[Discipline Associates, LLC \(March 2022 Contract\)](#)

3. [Out of State Field Trip](#)

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 following out of state field trip:

<b>Field Trip:</b>	<b>Attendees:</b>	<b>Cost/Paid By:</b>
a. New England Aquarium and Boston Museum of Science May 20, 2022 Boston, MA	School 16 5th Graders	Paid by student and school funds

**D. Superintendent Recommendations - Business Finance**

*(Reviewed by A. Hotaling)*

**Mrs. Wager-Rounds made a motion to approve Items 1-2 as listed.**

**Second: Mrs. Pompey-Conway**

**Discussion: Mr. Mayo reported that overall the audit went very well. There were very few issues, and that those discussed are already in the process of revising. There are a few policies that will need to be reviewed at an upcoming policy committee meeting.**

**Carried: 7-0**

1. [2019-2021 Internal Audit](#)

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby accepts the 2019-2021 internal risk assessment audit from Marvin and Company.

[Internal Audit](#)

2. 2019-2021 Corrective Action Plan

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby accepts the Corrective Action Plan in response to the 2019-2021 internal risk assessment audit performed by Marvin and Company.

Corrective Action Plan

**E. District Announcements**

1. Future Meetings

- a. April 13, 2022 at TMS at 6:00pm
- b. April 26, 2022 at School 14 at 6:00pm
- c. May 4, 2022 at TMS at 6:00pm

2. Good News

- a. Congratulations to our Board member, Elizabeth Poletto, for welcoming her second born into the world. Also, Happy Birthday to Mr. Carmello since we won't be meeting until afterwards.
- b. ALP students in the 11th and 12th grade are two weeks into a seven week program at Pallas Training Center in Clifton Park. The program focuses on nutrition and fitness and is run by Troy High graduate and football standout Jordan Canzeri. The goal of the program is to provide guidance on improving mental health through a proper nutrition and fitness regimen. The combination of eating and exercising correctly is key to feeling good and having a productive life both in and out of the classroom. It is so good to see our kids helping our kids.
- c. School 2 is beginning a new partnership with the Troy Police Department, bringing officers into several classrooms twice a month to read or work with students. The program is designed to build relationships between students and law enforcement, increase a love of reading, and make connections with the community. There are currently four officers scheduled to work with two classes each over the next several months.
- d. On Thursday, March 10, School 18 co-hosted a Family Engagement event with the Boys and Girls club at the Martin Luther King Apartments. Twelve School 18 staff went and around 25 students attended. Everyone enjoyed playing games, listening to a story, eating snacks and pizza but most of all just hanging out and talking. The event was a great way to build connections with our families and our community.
- e. I would like to also recognize our five Odyssey of the Mind teams who are moving on to the State tournament in Syracuse at the end of the month. Teams from School 14, School 16, School 18, Troy Middle School, and Troy High School placed either first or second in their problem and division and will compete for a chance to advance to the world finals in Iowa in May. Congratulations and good luck!
- f. Mr. Wooten, a member of our Citizens Advisory Committee, added that he recently attended the Troy High School orientation. He wanted to give a shout out to the high school administration and teachers. He was impressed about all the offerings since he once attended.

**F. Adjourn**

At 6:33pm, Mrs. Wager-Rounds made a motion to adjourn the public session. This was seconded by Mrs. Pompey-Conway and carried 7-0.

Respectfully submitted by,



Theresa Kaniff  
District Clerk



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

I. Unclassified Employee Resignation

- a. **Name:** Jeffrey Laudenschlager  
Effective 04/13/2022 % of Service: 1.0000 Assignment: TMS Tenure Area: Social Studies

II. Unclassified Employee Leave of Absence (Unpaid)

- a. **Name:** Lauren Bullock  
% of Service: 1.0000 Assignment: PS16 Tenure Area: Teaching Assistant  
Effective Date(s): 03/15/2022 - 06/30/2022  
(LTS - Rachel Brown)

III. Unclassified Employee Probationary Appointment

\*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.

- a. **Name:** Maryann Lazurus  
Tenure Area: English as a Second Language Position: Teacher - ESL  
% of Service: 1.0000 Assignment: TMS/PS18  
Probationary Start/End Dates: 04/25/2022 - 04/24/2026 Certification: English To Speakers Other Language K-12; Initial  
Annual Salary: \$56011.00 (S-6, C-K)
- b. **Name:** Brianna Peppin  
Tenure Area: Teaching Assistant Position: Teaching Assistant  
% of Service: 1.0000 Assignment: PS18  
Probationary Start/End Dates: 02/11/2022 - 02/10/2026 Certification: Teaching Assistant; Initial  
Annual Salary: \$25949.00 (S-1, C-Z2)

IV. Unclassified Employee Temporary Instructional Appointment

- a. **Name:** Joshua Monk  
Position: Summer School Principal Secondary % of Service: 1.0000 Assignment: District  
Start/End Date: 07/01/2022 - 08/31/2022 Certification: School Building Leader; Initial  
Annual Salary: \$6500.00
- b. **Name:** Nicole M. MacNeil  
Position: Summer School Principal Elementary % of Service: 1.0000 Assignment: District  
Start/End Date: 07/01/2022 - 08/31/2022 Certification: School Building Leader; Initial  
Annual Salary: \$4500.00
- c. **Name:** Tammy Treen  
Position: Summer School Principal Supplemental % of Service: 1.0000 Assignment: District  
Start/End Date: 07/01/2022 - 08/31/2022 Certification: School Building Leader, Initial  
Annual Salary: \$5500.00
- d. **Name:** Lauren Bullock  
Position: Teacher - Special Ed Assigned % of Service: 1.0000 Assignment: PS16  
Start/End Date: 03/15/2022 - 06/30/2022 Certification: Stud With Dis. 1-6; Emergency Covid-19  
Annual Salary: \$47702.00 (S-1, C-E)

V. Unclassified Employee Temporary Stipends

A. New Teacher Mentor Program

- a. **Name:** Carrie A. Beebe  
Annual Stipend: \$533.33 FTE: 1.0000 Mentee: Year 1, Mary Short
- b. **Name:** Maria Hearley  
Annual Stipend: \$1022.95 FTE: 1.0000 Mentee: Year 1, Caterina Zogby

B. Coaching Sports

- a. **Name:** Christopher M. Stack  
Position: Varsity Coach, Baseball  
FTE: 1.0000 Annual Stipend: \$5473.00
- b. **Name:** Matthew Marsh  
Position: JV Coach, Baseball  
FTE: 0.7000 Annual Stipend: \$2856.00

V. Unclassified Employee Temporary Stipends

B. Coaching Sports

- c. **Name:** Michael Sunkes  
Position: JV Coach, Baseball  
FTE: 0.3000 Annual Stipend: \$1224.00
- d. **Name:** Michael Sunkes  
Position: Modified Coach, Baseball  
FTE: 0.3000 Annual Stipend: \$1016.10
- e. **Name:** Sean Geisel  
Position: Varsity Coach, Softball  
FTE: 1.0000 Annual Stipend: \$5473.00
- f. **Name:** David B. Fendrich  
Position: JV Coach, Softball  
FTE: 0.7000 Annual Stipend: \$2856.00
- g. **Name:** Kailee L. Horan  
Position: Modified Coach, Girls Lacrosse  
FTE: 1.0000 Annual Stipend: \$3387.00
- h. **Name:** Catherine A. Sexton  
Position: Modified Coach, Girls Lacrosse  
FTE: 1.0000 Annual Stipend: \$3387.00
- i. **Name:** Tara Anthony  
Position: Modified Coach Softball  
FTE: 0.7000 Annual Stipend: \$2370.90
- j. **Name:** Devin Robinson  
Position: Varsity Coach, Girls Tennis  
FTE: 1.0000 Annual Stipend: \$3618.00
- k. **Name:** Estelle Burns  
Position: Varsity Coach, Girls Outdoor Track  
FTE: 1.0000 Annual Stipend: \$5473.00
- l. **Name:** Thomas P. Hayes  
Position: Varsity Coach, Boys Outdoor Track  
FTE: 1.0000 Annual Stipend: \$5473.00
- m. **Name:** Trevor McCarthy  
Position: Modified Coach, Baseball  
FTE: 0.7000 Annual Stipend: \$2370.90
- n. **Name:** Heather S. Gelatt  
Position: Volunteer, Girls Lacrosse
- o. **Name:** John Kilian  
Position: Volunteer, Baseball

VI. Unclassified Miscellaneous Employee Programs

- A. Parent & Family Engagement Activity Fund: Title I  
CHS - College and Career Night
  - a. **Name:** Kayla E. Pariseau  
\$32.00 per hour, up to 4 hours
  - b. **Name:** Benjamin J. Phelps  
\$32.00 per hour, up to 2 hours
- B. After School Detention
  - a. **Name:** Danielle Douaihi  
Hours: Up to 6 hours per week Salary Rate: \$26.00 per hour Assign: TMS
  - b. **Name:** Charles H. Smith Jr.  
Hours: Up to 6 hours per week Salary Rate: \$32.00 per hour Assign: TMS
- C. My Brothers Keeper Tutor  
(Paid through My Brothers Keeper Grant)

VI. Unclassified Miscellaneous Employee Programs

- C. My Brothers Keeper Tutor  
(Paid through My Brothers Keeper Grant)
  - a. **Name:** Queensheaba Daniels  
\$26.00 per hour, up to 8 hours per week      Assign: PS2
  - b. **Name:** Melissa C. Fallon  
\$26.00 per hour, up to 8 hours per week      Assign: TMS
- D. Re-Engagement Tutor
  - a. **Name:** Chelsea Shufelt  
Salary Rate: \$32.00 per hour      Assign: PS16
  - b. **Name:** Carol P. Brown  
Salary Rate: \$26.00 per hour      Assign: THS
  - c. **Name:** Cynthia M. Didonna-Nethaway  
Salary Rate: \$32.00 per hour      Assign: THS
  - d. **Name:** Danielle Neri  
Salary Rate: \$32.00 per hour      Assign: THS
  - e. **Name:** Heather S. Gelatt  
Salary Rate: \$32.00 per hour      Assign: THS
  - f. **Name:** Kathleen M. Balint  
Salary Rate: \$32.00 per hour      Assign: THS
  - g. **Name:** Kathryn Capalbo  
Salary Rate: \$26.00 per hour      Assign: THS
  - h. **Name:** Kathy R. Vener  
Salary Rate: \$26.00 per hour      Assign: THS
  - i. **Name:** Lori A. Danaher  
Salary Rate: \$32.00 per hour      Assign: TMS
  - j. **Name:** Melissa L. Gardner  
Salary Rate: \$32.00 per hour      Assign: TMS
- E. SEL Support  
PS12, 3-6 Program
  - a. **Name:** Davina Mayo-Dunham  
\$32.00 per hour, up to 4 hours per week
  - b. **Name:** Kayla Keyser  
\$32.00 per hour, up to 4 hours per week
  - c. **Name:** Alexandra Boswell  
\$32.00 per hour, up to 4 hours per week
  - d. **Name:** Ikea Witt  
\$26.00 per hour, up to 4 hours per week

VII. Unclassified Employee After School Program

- A. Elementary After School Program
  - 1. Teachers
    - a. **Name:** Mary Frances Jaromin  
\$32.00 per hour, up to 8 hours per week      Assign: PS2
    - b. **Name:** Madelyn Percy  
\$32.00 per hour, up to 8 hours per week      Assign: PS2
  - 2. Teaching Assistants
    - a. **Name:** Adeline St. Juste  
\$26.00 per hour, up to 8 hours per week      Assign: DW
    - b. **Name:** Kristen Young  
\$26.00 per hour, up to 8 hours per week      Assign: CHS
    - c. **Name:** Kiera Davis  
\$26.00 per hour, up to 8 hours per week      Assign: CHS

VII. Unclassified Employee After School Program

B. 21st Century After School Program

1. Teachers

- a. **Name:** Susan M. Wall  
\$32.00 per hour, up to 12 hours per week                      Assign: TMS

VIII. Unclassified Employee Tenure Appointments

*BE IT RESOLVED, that the employees listed below are hereby granted tenure as indicated, provided however, that for each of the unclassified employees listed below that is a classroom teacher or building principal, the employee's grant of tenure is contingent upon the employee receiving the minimum threshold APPR ratings required by Education Law 2509, and if such threshold ratings are not met after all appeals have been exhausted, the employee's grant of tenure shall be void and unenforceable.*

- a. **Name:** Kristin V. Lyden  
Tenure Area: Special Education                      % of Service: 1.0000    Assignment: District  
Effective Date: 03/24/2022                      Certification: Special Education; Permanent

IX. Unclassified Employee Substitutes/Tutors

A. Substitute Teaching Assistant - Uncertified (*Salary Rate: \$100.00 per day*)

- a. **Name:** Richard E. Sleeper

B. Tutors (*Salary Rate: \$32.00 per hour*)

- a. **Name:** Shannel Farmer

B. Staff Matters - Classified (reviewed by I. Abbasi)

I. Classified Employee Retirement

- a. **Name:** Alan J. Mabee  
Effective: 10/28/2022                      FTE: 1.0000    Assign: PS14                      Position: Senior Custodian - Days

II. Classified Employee Probationary Appointment

- a. **Name:** Madison Bell  
% Service: 1.0000                      Position: Secretary  
Assignment: TMS    Probationary Period: 03/17/2022 - 03/16/2023  
Annual Salary: \$36493.00 (S-1, G-9)

III. Classified Employee Temporary Assignments

A. Lunch Aide

- a. **Name:** Jayne Chew  
Salary Rate: \$13.20 per hour, up to 15 hours per week                      Effective: 03/17/2022 through 06/30/2022                      Assign: PS16

IV. Classified Employee Miscellaneous Programs

A. Parent & Family Engagement Activity                      Fund: ARP Grant  
PS18 Yoga/Mindfulness Event

- a. **Name:** Alfred M. Prater  
\$25.87 per hour, up to 3 hours