I. Call to Order
   A. Roll Call
      1. Members Present: Mrs. Rosemary Coles Mr. Donald Miller
         Mr. Matthew Flowers, Jr. Mrs. Ebony Pompey-Conway
         Mr. Tom Mayo Mrs. Anne Wager-Rounds
         Mrs. Diana Heckman
      2. Members Absent: Mrs. Ann Apicella
      3. Others Present: Mrs. Elizabeth Poleto
      Mr. John Carmello, Superintendent
      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 5:45pm Mrs. Wager-Rounds made a motion to enter executive session to discuss a Superintendent Hearing appeal. This was seconded by Ms. Pompey-Conway and the motion carried by a vote of 7-0.

   C. Public Session
      At 6:08pm 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. Superintendent Update - J. Carmello
      Mr. Carmello asked Mr. Hotaling to give a quick update on the current capital projects. He reports that construction is at the tail end of the demolition phase at School 18 and they are preparing piping for the HVAC systems. The construction team meets every two weeks to discuss the project which continues to be on target for a summer finish.
      Mr. Hotaling continues to talk about the THS Tech Win project which is design phases right now. Meetings with high school administration, curriculum leaders and district administration are continuous with partnerships that have been developed within the labor/welders/carpenters fields to design a perfect learning space. RPI has also reached out to partner with the district in this endeavor.
      Mr. Hotaling discusses the School 16 project which is moving towards the design phase now that meeting with NYSED and the construction team have taken place. Covid still proves to be a factor with supplies, so supplies for this project will be ordered ahead of time to eliminate any supply delays. Moves are still on track for this
Mr. Carmello says that Mr. Hotaling should be commended for his terrific work with State Ed to maximize all of our current projects. He also said that during this year’s budget season he will also be discussing ways to supplement funds for these projects since inflation and Covid are still impacting our projects.

B. August, September and October Financials - K. Barnhill
Ms. Barnhill, District Treasurer, gave a financial update for August, September and October. She explained that over those three months 930 claims were audited. The general fund has increased due to state payments, as well as the expenditures increasing due to transportation and employee benefits. June grant payments are beginning to be received and all accounts have been reconciled.

C. Unclassified Employee Transfers 2022-2023 (For notifications purposes only)

<table>
<thead>
<tr>
<th>NAME</th>
<th>FROM POSITION</th>
<th>FROM</th>
<th>TO POSITION</th>
<th>TO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andre Washington</td>
<td>Laborer-Nights</td>
<td>CHS</td>
<td>Laborer-Nights</td>
<td>PS2</td>
</tr>
<tr>
<td>Miguel Garcia</td>
<td>Laborer-Days</td>
<td>THS</td>
<td>Laborer-Days</td>
<td>CHS</td>
</tr>
<tr>
<td>Melanie Anderson</td>
<td>SPED Self-Contained</td>
<td>PS16</td>
<td>SPED Assigned</td>
<td>PS14</td>
</tr>
<tr>
<td>Ashley Childe</td>
<td>SPED Assigned</td>
<td>PS14</td>
<td>SPED Self-Contained</td>
<td>PS16</td>
</tr>
</tbody>
</table>

III. Action Items

A. Approval of Minutes

Mrs. Wager-Rounds made a motion to approve Item 1 as listed.
Second: Ms. Pompey-Conway
Discussion: None
Carried: 7-0

1. November 16, 2022

B. Superintendent's Recommendations - Human Resources - Staff Matters - Unclassified and Classified (Reviewed by D. Watson and I. Abbasi)

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:

Mrs. Wager-Rounds made a motion to approve Unclassified Items 1-9 as a consent agenda.
Second: Ms. Pompey-Conway
Discussion: None
Carried: 7-0

Unclassified Items 1-8 (within linked document)

9. Unclassified Employees Student Teacher/Observation Hours (Unpaid)

<table>
<thead>
<tr>
<th>NAME</th>
<th>COLLEGE</th>
<th>AREA OF STUDY</th>
<th>EFFECTIVE DATES</th>
<th>SUPERVISOR</th>
<th>ASSIGN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lila Verra</td>
<td>Maria College</td>
<td>Occ. Therapy</td>
<td>1/2/23-3/3/23</td>
<td>Holly Lockrow</td>
<td>CHS</td>
</tr>
<tr>
<td>Alexandra Harney</td>
<td>Maria College</td>
<td>Occ. Therapy</td>
<td>1/2/23-3/3/23</td>
<td>Holly Lockrow</td>
<td>CHS</td>
</tr>
<tr>
<td>Jessica Zhen</td>
<td>Maria College</td>
<td>Occ. Therapy</td>
<td>1/2/23-3/3/23</td>
<td>Darcy Bowman</td>
<td>PS16</td>
</tr>
<tr>
<td>Josie Ryan</td>
<td>Maria College</td>
<td>Occ. Therapy</td>
<td>1/2/23-3/3/23</td>
<td>Darcy Bowman</td>
<td>PS16</td>
</tr>
<tr>
<td>Danielle Schoeck</td>
<td>Maria College</td>
<td>Occ. Therapy</td>
<td>3/6/23-5/5/23</td>
<td>Holly Lockrow</td>
<td>CHS</td>
</tr>
<tr>
<td>Amy Gordon</td>
<td>Maria College</td>
<td>Occ. Therapy</td>
<td>3/6/23-5/5/23</td>
<td>Holly Lockrow</td>
<td>CHS</td>
</tr>
<tr>
<td>Autumn Rivet</td>
<td>Russell Sage</td>
<td>Art</td>
<td>11/21-22/12/21</td>
<td>Sara Mikula</td>
<td>PS16</td>
</tr>
<tr>
<td>Gabrielle Christensen</td>
<td>Russell Sage</td>
<td>Psychology</td>
<td>12/522-12/6/22</td>
<td>Tina Dzialo's</td>
<td>CHS</td>
</tr>
<tr>
<td>Mario Isopo</td>
<td>St. Rose</td>
<td>Counselor</td>
<td>1/4/23-6/1/23</td>
<td>Laura Stukenborg/Alexandria Phillips</td>
<td>TMS</td>
</tr>
</tbody>
</table>
Mrs. Wager-Rounds made a motion to approve Classified Items 1-6 as a consent agenda.
Second: Ms. Pompey-Conway
Discussion: None
Carried: 7-0

Classified Items 1-6 (within linked document)

Staff Matters (Unclassified and Classified)

C. Superintendent Recommendations - Programs (Reviewed by D. Watson)

Mrs. Wager-Rounds made a motion to approve Items 1-5 as a consent agenda.
Second: Ms. Pompey-Conway
Discussion: None
Carried: 7-0

1. Special Education Placements

BE IT RESOLVED, that the Committee on Special Education has submitted to the Board of Education students having the registration numbers as listed in 2022-2023 classes for students with special needs.

2022-2023 Special Education Placements

2. Out of State Conference

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, upon the recommendation of the Superintendent, hereby approves an out of state field trip and conference:

<table>
<thead>
<tr>
<th>Location:</th>
<th>Attendees:</th>
<th>Date:</th>
<th>Paid By:</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Afterschool Association Annual Conference 2023</td>
<td>Hilary Montesano</td>
<td>March 19-22, 2023</td>
<td>$595 per person Paid by ARP grant funds</td>
</tr>
<tr>
<td>Orlando, FL</td>
<td>Andre Lind</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Vicky Nadeau</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. Latrice Rollings and Tasha L. Alston Consulting (2022-2023 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 Latrice Rollings and Tasha L. Alston Consulting for father engagement training from December 2022 through June 2023 at a cost not to exceed $25,000.00 to be paid by My Brother’s Keepers grant funds.

Latrice Rollings and Tasha L. Alston Consulting (2023 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 Common Sense for leadership support at School 2 for the 2022-2023 school year at a cost not to exceed $17,500.00 to be paid from Targeted Support grant funds.

Common Sense (2022-2023 Contract)

5. Community Care Physicians (2023 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 Community Care Physicians for
district-wide medical and developmental consultation services from January 2023 through June 2023 year at a cost not to exceed $19,200.00 to be paid from Student Mental Health grant funds.

Community Care Physicians (2023 Contract)

D. Superintendent Recommendations - Business Finance (Reviewed by A. Hotaling)

Mrs. Wager-Rounds made a motion to approve Item 1 as listed.
Second: Ms. Pompey-Conway
Discussion: None.
Carried: 7-0

1. Bid Award - On-Call Electrical Services

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby award the following bid opened 11/22/2022 for On-Call Electrical Services to be awarded to the following lowest two responsible bidders:

a. **Primary Vendor (low bidder):**
   
   DLC Electric
   479 State Route 40
   Troy, NY 12182

   **2022-2023 Rates:**
   
   - 1,000 Hours Normal Rate: $108.00/hr
   - 200 Hours After Hours: $150.00/hr
   - Trip Charges: $0.00
   - Material Charge: 1.10%

   Total Bid Price: $138,000.00

b. **Secondary Bidder:**
   
   Flex Electric
   2431 3rd Ave
   Watervliet, NY 12189

   **2022-2023 Rates:**
   
   - 1,000 Hours Normal Rate: $116.15/hr
   - 200 Hours After Hours: $156.50/hr
   - Trip Charges: $175.00
   - Material Charge: 1.15%

   Total Bid Price: $147,625.00

E. District Announcements

1. **Future Meetings** - All meetings take place at 6:00pm
   a. December 21, 2022 at School 2
   b. January 4, 2023 at TMS

2. **Good News**
   a. Almost half of the Troy Middle School student body made either the honor roll or the high honor roll for the first marking period! The students will celebrate on December 9th when they receive a purple and gold TMS Honor Roll bracelet that says “hard work pays off.”

   b. Carroll Hill hosted their 2nd Annual Turkey Trot on Wednesday, November 22nd. They had a great turnout! There were Carroll Hill families, support from our SRO and Troy Police Officers, & District Office. Thank you to everyone who joined in!

   c. On November 17, School 18 hosted a Turkey Harvest Dinner for their families, catered by Carol's Place. There was time for families to socialize and make connections within the school community. Thank you to the PTA for sponsoring this event.

   d. School 14 has completed their School Community Read for November. The book *I Am Every Good Thing* was read and discussed by every class in the building. The monthly School Community Read is an initiative of our building's equity liaisons and equity council. For December, the School Community Read
will be *Skin Like Mine*.

e. December is Computer Science Month. The elementary students are learning how to be coders and programmers with read-aloud, activities, and participating in the Hour of Code. They will also have guest speakers from our IT Department.

f. The winter sports season began last week, with a Bowling Team win against Colonie, and girls' basketball teams opened with a tournament at Averill Park last weekend. We look forward to another great season of Troy sports!

g. The winter concert season is here. Carroll Hill kicked off the schedule last night. Tonight is the Troy High concert at 7:30pm. Next week, we have Schools 18, 16, and Troy Middle School performing. The following week Schools 2 & 14 will close things out before the holiday break.

F. **Adjourn**

At 6:36p, 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  

We Can.  
We Will.  
End of Story
A. **Staff Matters - Unclassified**
   (reviewed by D. Watson)

I. **Unclassified Employee Resignation**

a. **Name:** Kayla Keyser  
   Effective: 12/13/2022  
   % of Service: 1.0000  
   Assignment: PS18  
   Tenure Area: School Social Worker

II. **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:** Isabelle DeChiaro  
      Tenure Area: School Social Worker  
      Position: School Social Worker  
      % of Service: 1.0000  
      Assignment: PS18  
      Probationary Start/End Dates: 09/15/2022 - 09/14/2026  
      Certification: School Social Worker; Provisional  
      Annual Salary: $48179.00 (S-1, C-E)

b. **Name:** Laurin Thorud  
   Tenure Area: School Psychologist  
   Position: Psychologist  
   % of Service: 1.0000  
   Assignment: PS18  
   Probationary Start/End Dates: 01/09/2023 - 01/08/2027  
   Certification: School Psychologist; Provisional  
   Annual Salary: $49768.00 (S-1, C-K)  
   *(Retirement - Nancy Chicoine)*

III. **Unclassified Employee Temporary Instructional Appointment**

a. **Name:** Maria L. DeNovio  
   Position: Student Mental Health Grant Facilitator  
   % of Service: 1.0000  
   Assignment: District  
   Start/End Date: 01/09/2023 - 06/30/2023  
   Certification: Literacy 5-12; Professional  
   Annual Salary: $55000.00

b. **Name:** Elaine Herron  
   Position: School Social Worker  
   % of Service: 1.0000  
   Assignment: PS18  
   Start/End Date: 01/03/2023 - 06/30/2023  
   Certification: Pending  
   Annual Salary: $49768.00 (S-1, C-K)  
   *(Resignation - Kayla Keyser)*

c. **Name:** Jeremy Austin  
   Position: Attendance Improvement Specialist  
   % of Service: 1.0000  
   Assignment: District  
   Start/End Date: 12/19/2022 - 06/30/2023  
   Certification: Pending  
   Annual Salary: $48000.00  
   *(Resignation - Alicia Cardella)*

IV. **Unclassified Employee Extra Assignments**

A. **Field Discipline Leader**

a. **Name:** Karalina Zimmerman  
   Assign: CHS  
   Annual Stipend: $979.00  
   FTE: 0.50  
   Area: Math Science  
   *(amend FTE, 06/15/2022 BOE Agenda, page 5 of Staff Matters (Unclassified and Classified) Attachment)*

b. **Name:** Elizabeth L. Franz  
   Assign: CHS  
   Annual Stipend: $979.00  
   FTE: 0.50  
   Area: Math/Science

V. **Unclassified Employee Temporary Stipends**

A. **Coaching Sports**

a. **Name:** Emily C. Caboot  
   Position: Assistant Varsity Coach, Boys Swimming  
   FTE: 1.0000  
   Annual Stipend: $4121.00

b. **Name:** John O'Keefe  
   Position: Basketball Program Volunteer  
   FTE: 1.0000

c. **Name:** Emily Bergdoll  
   Position: JV Coach, Cheerleading  
   FTE: 1.0000  
   Annual Stipend: $4121.00
V. Unclassified Employee Temporary Stipends

A. Coaching Sports
d. Name: Louis S. Lombard  
   Position: Varsity Coach, Girls Basketball  
   FTE: 1.0000  Annual Stipend: $5528.00

B. Student Clubs/Student Council/Student Publications
a. Name: Christopher Caroppoli  
   Annual Stipend: $700.00  FTE: 1.0000  Location: PS18  
   Club: Elementary Enrichment Club - Community Engagement Club

C. TMS Student/Teacher (Lunch) Mentor Program
a. Name: Anna V. Schwartz  
   Annual Stipend: $1479.62  FTE: 1.0000
b. Name: Danielle Douaihi  
   Annual Stipend: $1202.11  FTE: 1.0000
c. Name: Jill Kaarstad  
   Annual Stipend: $1202.11  FTE: 1.0000

VI. Unclassified Miscellaneous Employee Programs

A. Odyssey of the Mind
a. Name: Brianna M. Suriano  
   Hours: Up to 100 hours  Salary Rate: $27.00 per hour  Assign: PS18

B. Music Department Chaperone
   Salary: $89.00 for Thursday after school session and daily rate for full day Saturday session
a. Name: Shelby Amato  
   Activity: November 15, 2022 All County  Daily Rate: $268.70
b. Name: Jason M. Boemio  
   Activity: November 15, 2022 All County  Daily Rate: $359.50
c. Name: Elizabeth Roorda  
   Activity: November 15, 2022 All County  Daily Rate: $265.65
d. Name: Nicholas Harbacz  
   Activity: November 15, 2022 All County  Daily Rate: $260.74
e. Name: John C. Vatalaro  
   Activity: November 15, 2022 All County  Daily Rate: $473.85
f. Name: Lori McAllister  
   Activity: November 15, 2022 All County  Daily Rate: $426.20
g. Name: Tara L. Higgins-Pascucci  
   Activity: November 15, 2022 All County  Daily Rate: $378.55
h. Name: Tara L. Higgins-Pascucci  
   Activity: November 19, 2022 NYSSMA  Daily Rate: $378.55
i. Name: Julie Morse  
   Activity: January 28, 2023 All County  Daily Rate: $286.70
j. Name: Timothy J. Williams  
   Activity: January 28, 2023 All County  Daily Rate: $394.43
k. Name: Elizabeth Roorda  
   Activity: January 28, 2023 All County  Daily Rate: $265.65
l. Name: Deborah A. Friedman Sheerer  
   Activity: January 28, 2023 All County  Daily Rate: $394.43
m. Name: Catherine Russell  
   Activity: January 28, 2023 All County  Daily Rate: $255.45
n. Name: Tara L. Higgins-Pascucci  
   Activity: January 28, 2023 All County  Daily Rate: $378.55
o. Name: Lori McAllister  
   Activity: January 28, 2023 All County  Daily Rate: $426.20
VII. **Unclassified Employee After School Program**
   
   A. **After School Program**
      
      1. **Teachers**
         
         a. **Name:** Catherine A. Sexton  
            $33.00 per hour, up to 3 hours per week  
            **Assign:** PS18
         
         b. **Name:** Shawna Smith  
            $33.00 per hour, up to 8 hours per week  
            **Assign:** PS16

   2. **Teaching Assistants**
      
      a. **Name:** Brian Matthews  
         $27.00 per hour, up to 8 hours per week  
         **Assign:** TMS

VIII. **Unclassified Employee Substitutes/Tutors**
      
   A. **Uncertified Substitute Teacher**  
      (Salary Rate: $115.00 per day)
      
      a. **Name:** Drew Califano

   B. **Substitute Teaching Assistant - Uncertified**  
      (Salary Rate: $100.00 per day)
      
      a. **Name:** Joseph S. Marhatta
      b. **Name:** Natasha Symes
      c. **Name:** Shannon Pakatar

   C. **Tutors**
      
      a. **Name:** Sandra Carroll  
         Salary Rate: $27.00 per hour

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

I. **Classified Employee Probationary Appointment**
   
   a. **Name:** John Sorriento  
      % Service: 1.0000  
      Position: Laborer - Days  
      Assignment: PS18  
      Probationary Period: 11/17/2022 - 05/16/2023  
      Annual Salary: $40659.00  
      (S-1, G-11)

   b. **Name:** Mark D. Christensen  
      % Service: 1.0000  
      Position: Laborer - Days  
      Assignment: PS14  
      Probationary Period: 11/21/2022 - 04/19/2023  
      Annual Salary: $40659.00  
      (S-1, G-11)  
      (Retirement - Alan Mabee)

   c. **Name:** Jason D. Blackwood  
      % Service: 1.0000  
      Position: Laborer - Nights  
      Assignment: CHS  
      Probationary Period: 12/08/2022 - 06/07/2023  
      Annual Salary: $41950.00  
      (S-1, G-13)  
      (Replacing Derek Thompson)

II. **Classified Employee Temporary Appointment**
   
   a. **Name:** Peter Zucaro  
      Position: Food Service Laborer/ Custodian, Monday - Thursday 7am - 10am  
      % Service: 0.5000  
      Assignment: Secondary  
      Effective: 11/28/2022 through 06/30/2023  
      Annual Salary: $19.55 per hour  
      (Replacing - Derek Thompson)

III. **Classified Employee Permanent Appointment**
   
   a. **Name:** Erik A. Carucci  
      % Service: 1.0000  
      Position: Senior Custodian - Nights  
      Assignment: TMS  
      Effective Date: 11/21/2022  
      Annual Salary: $49290.00  
      (S-9, G-14S)  
      (Replacing Andre Washington)
III. Classified Employee Permanent Appointment

b. **Name:** Raymond Zinssar  
   % Service: 1.0000  
   Position: Laborer - Days  
   Assignment: PS16  
   Effective Date: 11/28/2022  
   Annual Salary: $43706.00 (S-6, G-11)  
   *(Retirement - Michael Bulmer)*

c. **Name:** Dylan Casey  
   % Service: 1.0000  
   Position: Laborer - Days  
   Assignment: PS2  
   Effective Date: 01/03/2023  
   Annual Salary: $41266.00 (S-2, G-11)  
   *(Retirement Warren Donnelly)*

IV. Classified Employee After School Program

A. **After School Program**
   a. **Name:** Tiffany Novogrodsky  
      **Salary Rate:** $31.77 per hour, up to 8 hours per week  
      **Assign:** TMS  
      **Position:** Substitute Nurse

V. Classified Employee Temporary Stipend

A. **District Tax Collector**
   a. **Name:** Patricia Facto  
      **Annual Stipend:** $5000.00

VI. Classified Employee Substitutes

2022-2023 School Year

A. **Substitute Laborer (Salary Rate: $15.00 per hour)**
   a. **Name:** Marcheonne A. Phillips
   b. **Name:** Altagracia Reyes Giron
   c. **Name:** Michael J. Bulmer
   d. **Name:** Melanie Lanza

B. **Substitute Monitor (Salary Rate: $15.00 per hour)**
   a. **Name:** Matthew J. Young
   b. **Name:** Derrick Mauzon
   c. **Name:** Timothy R. Dennin