

**BOARD OF EDUCATION
MINUTES**

Date of Meeting: March 22, 2023
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. Elizabeth Poletto
Mrs. Diana Heckman Mrs. Ebony Pompey-Conway
Mr. Tom Mayo Mrs. Anne Wager-Rounds

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 5:30pm Mrs. Wager-Rounds made a motion to enter into Executive Session to discuss the employment history of a particular person. This was seconded by Mrs. Pompey-Conway and carried unanimously.

C. Public Session

At 6:00pm 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:

1. Jessica McFarland, parent of two students within the district, speaks about bussing concerns throughout the district. She is asking for resolutions regarding specific special education bus transportation and better communication.
2. Shawna Case, mother of a high school student, speaks about sports bullying. She states that her biggest concern is an overall lack of communication to parents. Some solutions mentioned to help communication were creating a sports website, a sports bullying policy, and a possible meet the coach night.

II. Non-Action Items

A. Troy Middle School Principal Presentation - I. McShane

Mr. McShane begins the presentation by thanking the Board of Education for all of their support. He states that his administrative team and teachers work hard everyday with our students. TMS has made great gains in their ELA proficiency and dropped a little in Math scores. The building is working hard to continue improving student attendance with weekly review meetings, home visits, letters, an attendance specialist, targeted support plans and mentor connections. This year there are two equity goals. The first is increasing composite performance in Math and ELA for our black students and the second goal is reducing black student suspensions. There is a focus on

supporting the work being done in the middle school through analyzing MMI student data, targeted interventions and mentoring supports. Close work with Lori DiCarlo with restorative practices has decreased student discipline. Three eighth grade students speak to the programs that are instituted at TMS. The use of additional consultants also support the work being done at TMS. Mr. McShane ends his presentation thanking the students for their presentations as well as the Board's continued support for TMS.

B. Budget Discussion - Draft 2 - J. Carmello

Mr. Carmello begins his presentation with the district's mission statement which defines what we focus on within the District. There is always a balance between being both educationally sound as well as fiscally responsible. Looking ahead, Troy's foundation aid is fully funded, however will need to plan accordingly for years to come. This proposed budget maintains all current staffing levels and programs and adds an additional ten positions as requested by our administrative leaders. The current 2019 Building Modernization capital project is in Phase 3 of five phases. Inflation continues to impact the project and there will be a request to capital within this budget to cover additional costs. Mr. Carmello speaks about taking advantage of the Small City Capital Outlay law this year because the district meets the criteria to use this to fix elevators, athletic fields, boilers, upgrade lighting and water service. The funds used for this project would receive state aid back on this at a 91.9% ratio. Since Draft 1, charter school tuition number was reduced for 2023-24, with that savings we are adding two Tier 2 requests: an district-wide occupational therapist and a social worker at TCS. There is also a slight increase in interest rates which help offset the addition of these two additional positions. The proposed budget would be \$131,898,112 with a 0% tax levy increase. We're anticipating to adopt the budget on April 5th and the budget vote will be May 16th.

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: 8-0

1. March 8, 2023

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 1-10.

Second: Mrs. Pompey-Conway

Discussion: None

Carried: 8-0

Unclassified Items 1-10 (within linked document)

11. Unclassified Employees - Observation Hours (Unpaid)

| <u>NAME</u> | <u>COLLEGE</u> | <u>AREA OF STUDY</u> | <u>EFFECTIVE DATES</u> | <u>SUPERVISOR</u> | <u>ASSIGN.</u> |
|------------------|----------------|----------------------|------------------------|-------------------|----------------|
| Matthew Denatale | Russell Sage | Health Education | 3/22/23-6/30/23 | Sean Geisel | TMS |
| Lucas Croft | Siena College | Secondary Education | 3/13/23-5/5/23 | Ryan Losanno | PS18 |

Mrs. Wager-Rounds made a motion to approve Classified Items 1-7.

Second: Mrs. Pompey-Conway

Discussion: None

Carried: 8-0

Classified Items 1-6 (within linked document)

7. Classified Employees - Volunteers

RPI Students

Ryan McLaughlin Deric Jones Stephanie Black Marian Delgado
Emily Vieru
RPI Faculty: Professor Hurley (Flower bed project at PS2)

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

C. Superintendent Recommendations - Programs

(Reviewed by D. Watson)

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

Second: Mrs. Pompey-Conway

Discussion: None

Carried: 8-0

1. Troy Savings Bank Music Hall (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 Troy Savings Bank Music Hall for supplemental programming for the afterschool program at School 2, School 14, School 16, School 18, Carroll Hill and Troy Middle School from March 2023 through June 2023 at a cost not to exceed \$3,720.00 to be paid by the CRRSA grant funds.

[Troy Savings Bank Music Hall \(2023 Contract\)](#)

2. Out of State Conference / Field Trip

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 conference:

| Conference / Location: | Attendee: | Cost: |
|--|---------------------------------------|--|
| National School Public Relations Association 2023 Seminar St. Louis, MO July 16-19, 2023 | Jason Laz | \$825 per person Paid by General Funds |
| 2023 High School National Championship Tournament Atlanta, GA May 26-28, 2023 | Kevin Noonan and the Masterminds Club | \$805 team registration to be paid by General Funds Travel accommodations to be paid by District and student funds. |

D. Superintendent Recommendations - Business Finance

(Reviewed by A. Hotaling)

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

Second: Mrs. Pompey-Conway

Discussion: None

Carried: 8-0

1. Change Order

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 change order:

| <u>Contractor</u> | <u>C/O.#</u> | <u>Original Amount</u> | <u>Change</u> |
|-----------------------------------|--------------|------------------------|---------------|
| Flex Electric LLC | EC-01 | \$668,200.00 | \$1,712.62 |

2. Surplus - Technology

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby determines the following technology equipment have exceeded their useful life and declares them to be recycled. All hard drives will be destroyed.

[Surplus of Technology](#)

E. District Announcements

1. Future Meetings - All meetings will take place at 6:00pm.
 - a. April 5, 2023 at TMS
 - b. April 25, 2023 at TMS
2. Good News
 - a. Carroll Hill is in the middle of their March Madness Reading Marathon. Students are working to increase their reading stamina and challenge themselves to read more each night. Hallway displays share out how many books and minutes each class is reading to reach grade level.
 - b. School 14's first-grade classes just finished the final of six mindfulness lessons with Rebekah Magin, while second-grade will be finishing next week. Students learned about identifying emotions, listening and being aware of their surroundings. Many thanks to Ms. Magin!
 - c. School 18 is wrapping up a four-week celebration of reading. Today they honored students who read the most minutes in their classes and another large group of students who were "Caught Reading" with the opportunity to select two books of choice from our Scholastic Book Fair.
 - d. The Troy High School Drama Club production of "The Addams Family" opens next weekend with performances Friday and Saturday at 7:30 and Sunday at 2:00. Tickets are \$10 for adults and \$5 for students. The cast and crew is working hard to put the finishing touches on the sets, props and costumes - and they hope you will join them for a creepy, kooky, and altogether ooky performance!
 - e. Troy High Senior Quarterback Michael Dinardo was named a National Football Foundation and College Hall of Fame Scholar-Athlete and 2022 Overall Award winner at the regional football banquet earlier this month. This prestigious award recognizes his accomplishments on the field, but more importantly, in the classroom. Congratulations and thank you Michael for being a stellar example of what it means to be a student-athlete!
 - f. Also, we are proud to have had seven fall sports teams named Scholar-Athlete teams by the New York State Public High School Athletic Association - Golf, Football, Girls Cross Country, Girls Soccer, Girls Swimming, Girls Tennis and Volleyball. We also had 85 students named individual Scholar-Athletes for the fall season.
 - g. Spring sports are just around the corner, with JV and Varsity underway now, and modified sports at Troy Middle School begin next week. We are looking forward to cheering on the purple and gold and hoping for a season of championships! Good luck to all our student athletes!
 - h. There was a plaque found at the old Rensselaer County building when moving their offices naming Troy High Students who served in World War I. For those of you who do not remember, Troy High School was in that building until 1949, then it was turned into elementary School 5, which was the largest public

school in Troy. This plaque is now hung in our Veterans Memorial Auditorium.

- i. Also, we have a tenured teaching assistant in the audience. Congratulations to Kristen Young.
- j. Mr. Flowers added another piece of good news. A district graduate and employee, Kevin Pompey, was inducted into the NYS Hall of Fame for boxing this week. We congratulate him on this accomplishment!

F. Adjourn

At 7:21pm, Mrs. Wager-Rounds made a motion to adjourn the public session. This was seconded by Mrs. Pompey-Conway and carried 8-0.

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:** Keith Danzy
Effective 03/24/2023 % of Service: 1.0000 Assignment: TMS Tenure Area: Not Tenure Eligible
- b. **Name:** Daniel Curry
Effective 03/10/2023 % of Service: 1.0000 Assignment: THS Tenure Area: Teaching Assistant
- c. **Name:** Jeremy Valdes-Riccardi
Effective 03/13/2023 % of Service: 1.0000 Assignment: THS Tenure Area: Not Tenure Eligible

II. Unclassified Employee Leave of Absence (Unpaid)

- a. **Name:** Jerry Ford
% of Service: 1.0000 Assignment: BOE Tenure Area: Not Tenure Eligible
Effective Date(s): 10/19/2022 - 03/31/2023
(amend Effective Date, 12/21/2022 BOE Agenda, page 1 of Staff Matters (Unclassified and Classified) Attachment)

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:** Daniel Curry
Tenure Area: Social Studies Position: Teacher - Social Studies
% of Service: 1.0000 Assignment: THS
Probationary Start/End Dates: 03/13/2023 - 03/12/2027 Certification: Social Studies 7-12; Professional
Annual Salary: \$51038.00 (S-3, C-E)
(Resignation - Fullmer-Sperry)
- b. **Name:** Hannah Weatherwax
Tenure Area: School Social Worker Position: School Social Worker
% of Service: 1.0000 Assignment: PS14
Probationary Start/End Dates: 09/01/2022 - 08/31/2026 Certification: School Social Worker; Provisional
Annual Salary: \$48179.00 (S-1, C-E)
(amend Appointment type, 08/17/22 BOE Agenda, Page 2 of Staff Matters (Unclassified and Classified) Attachment)

IV. Unclassified Employee Temporary Instructional Appointment

- a. **Name:** Joshua Pelletier
Position: Academic & SEL Support Instructor % of Service: 1.0000 Assignment: TMS
Start/End Date: 04/17/2023 - 06/30/2023 Certification: Pending
Annual Salary: \$48179.00 (S-1, C-E)
(Resignation - James O'Brien)
- b. **Name:** Austin Kadle
Position: Teacher - Art % of Service: 1.0000 Assignment: THS
Start/End Date: 03/20/2023 - 06/30/2023 Certification: Visual Arts; Professional
Annual Salary: \$48179.00 (S-1, C-E)
(Retirement - Andrea Scheffel)

V. 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:** Kristen Young
Tenure Area: Teaching Assistant % of Service: 1.0000 Assignment: CHS
Effective Date: 04/16/2023 Certification: Teaching Assistant; Level III Teaching Assistant

VI. Unclassified Employee Extra Assignments

- A. 6th Period Assignments

VI. Unclassified Employee Extra Assignments

A. 6th Period Assignments

- a. **Name:** Kathryn Mansfield
Assign: THS Effective:03/20/2023 Stipend: \$2223.20 Tenure Area: Mathematics
- b. **Name:** Luke Gobel
Assign: THS Effective:03/20/2023 Stipend: \$2223.20 Tenure Area: Teacher Not Tenure Eligible

VII. Unclassified Employee Temporary Stipends

A. New Teacher Mentor Program

1. New Teacher Mentor Program Year 1

- a. **Name:** Kristie N. Marino
Annual Stipend: \$417.39 FTE: 1.0000 Mentee: Josh Pelletier
- b. **Name:** Christina M. Buckley
Annual Stipend: \$582.61 FTE: 1.0000 Mentee: Daniel Curry

B. Coaching Sports

- a. **Name:** Sean Davis
Position: Modified Coach, Baseball
FTE: 0.5000 Annual Stipend: \$1710.00
- b. **Name:** Sean Geisel
Position: Varsity Coach, Softball
FTE: 1.0000 Annual Stipend: \$5528.00
- c. **Name:** Isabelle DeChiaro
Position: Volunteer - Softball
FTE: 1.0000
- d. **Name:** Michael Brandow
Position: Varsity Coach, Boys Lacrosse
FTE: 1.0000 Annual Stipend: \$5528.00

C. My Brothers Keeper Liaison

- a. **Name:** Lamont Garland
Annual Stipend: \$3000.00 FTE: 1.0000
- b. **Name:** KaiChe Roxborough
Annual Stipend: \$3000.00 FTE: 1.0000

VIII. Unclassified Miscellaneous Employee Programs

A. Odyssey of the Mind

- a. **Name:** Charles H. Smith Jr.
Hours: Up to 50 hours Salary Rate: \$33.00 per hour Assign: TMS

B. Sunset Program - Troy High School
September 2022 - June 2023

- a. **Name:** Ikea Witt
Salary Rate: \$33.00 per hour, up to 4 hours per week Position: Counselor

C. Afterschool/Weekend Basketball Program

Troy Middle School
March 23, 2023 through June 30, 2023

- a. **Name:** Lamont Garland
\$27.00 per hour, up to 10 hours per week
- b. **Name:** Jerome J. Harvey
\$27.00 per hour, up to 10 hours per week
- c. **Name:** George Monxhwedey
\$27.00 per hour, up to 10 hours per week

VIII. Unclassified Miscellaneous Employee Programs

C. Afterschool/Weekend Basketball Program

- d. **Name:** Melvin R. Rivers
\$33.00 per hour, up to 10 hours per week
- e. **Name:** KaiChe Roxborough
\$33.00 per hour, up to 10 hours per week

IX. Unclassified Employee After School Program

A. After School Program

1. Teachers

- a. **Name:** Tracy L. Dowler
\$33.00 per hour, up to 8 hours per week Assign: CHS
- b. **Name:** Jenna R. LeFevre
\$33.00 per hour, up to 8 hours per week Assign: CHS
- c. **Name:** Tayler Flowers
\$33.00 per hour, up to 8 hours per week Assign: CHS

2. Teaching Assistants

- a. **Name:** Victor Bryant Hicks
\$27.00 per hour, up to 6 hours per week Assign: PS16

X. Unclassified Employee Substitutes/Tutors

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

- a. **Name:** Jaden Ross

B. Tutors

- a. **Name:** Janine M. Turcio
Salary Rate: \$40.00 per hour
- b. **Name:** Timothy Chizzik
Salary Rate: \$40.00 per hour
- c. **Name:** Dorothy E. Pomykala
Salary Rate: \$40.00 per hour
- d. **Name:** Judith B. Valenti
Salary Rate: \$35.00 per hour

B. Staff Matters - Classified

(reviewed by I. Abbasi)

I. Classified Employee Resignation

- a. **Name:** William Weir
Effective: 03/22/2023 FTE: 1.0000 Assign: FAC Position: Bldg. Maintenance Mechanic
- b. **Name:** Miguel R. Garcia
Effective: 06/30/2023 FTE: 1.0000 Assign: CHS Position: Laborer - Days

II. Classified Employee Leave of Absence (Unpaid)

- a. **Name: Miguel R. Garcia**
% of Service: 1.0000 Assignment: CHS Position: Laborer - Days
Effective Date(s): 02/04/2023 - 04/04/2023
(amend Effective Date, 02/01/2023 BOE Agenda, page 5 of Staff Matters (Unclassified and Classified) Attachment)

III. Classified Employee Probationary Appointment

- a. **Name:** Jason Oliver
% Service: 1.0000 Position: Laborer - Days
Assignment: TMS Probationary Period: 04/10/2023 - 10/09/2023
Annual Salary: \$40659.00 (S-1, G-11)
(Resignation - Dylan Casey)

IV. Classified Employee Temporary Appointment

IV. Classified Employee Temporary Appointment

- a. **Name:** Sincere Candelario
 Position: District Laborer Substitute
 % Service: 1.0000 Assignment: District
 Effective:03/06/2023 through 06/30/2023 Annual Salary: \$15.00
(amend Effective Date, 03/08/2023 BOE Agenda, Page 4 of Staff Matters (Unclassified and Classified) Attachment)

V. Classified Employee After School Program

- A. After School Program
 - a. **Name:** Admon Faustin
 \$21.02 per hour, up to 8 hours per week Assign: PS2 Position: Monitor

VI. Classified Employee Substitutes

2022-2023 School Year

- A. Substitute Secretary (*Salary Rate: \$15.00 per hour*)
 - a. **Name:** Martha Massuh