

**BOARD OF EDUCATION  
AGENDA**

Date of Meeting: October 8, 2025  
 Type of Meeting: **REGULAR MEETING**  
 Location: Troy Middle School  
 Time: 5:45 PM Executive Session  
**6:00 PM Regular Meeting**

**I. Call to Order**

- A. Executive Session
- B. Public Session
  - 1. Pledge of Allegiance
- C. Public Input on agenda and non-agenda items non-action items  
*Members of the public in attendance at this meeting are provided with an opportunity to address the Board of Education to comment about this agenda or operations within the school district. Due to time constraints, we cannot respond during the public comment period. Comments may be recorded and responded to by the Board of Education or Superintendent at a later date. Comments related to a specific personnel matter or to a student will not be allowed to be made during the public comment period. The Board expects members of the public to speak in a respectful and courteous manner. We ask that all persons keep their comments to five minutes or less.*

**II. Non-Action Items**

- A. Superintendent Update - J. Carmello

**III. Action Items**

- A. **Approval of Minutes**
  - 1. September 24, 2025
- B. **Superintendent’s Recommendations - Human Resources - Staff Matters - Unclassified and Classified**  
*(Reviewed by R. Stiles 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:

**Unclassified Items 1-10 (within linked document)**

11. **Unclassified Employees - Intern/Student Teacher/Observation Hours (Unpaid)**

<u>NAME</u>	<u>COLLEGE</u>	<u>AREA OF STUDY</u>	<u>DATES</u>	<u>SUPERVISOR</u>	<u>ASSIGN.</u>
Gracie-Lynn Ruzzo	Siena	Science	9/2/25-12/19/25	Marianne Carus	TMS
Gabrielle Myers	Siena	ELA	9/2/25-12/19/25	Nicole Case	THS
Elizabeth Kivlen	Siena	Social Studies	9/2/25-12/19/25	Sam Burton	TMS
Sarah Wallen	HVCC	Art	10/20/25-10/31/25	C. DiDonna-Nethaway	THS
Zamariya Edwards	HVCC	Childhood Ed.	10/9/25-11/30/25	Sam Burton	TMS
James Prochilo	Siena	Childhood Ed.	10/9/25-11/30/25	Toni Costa	TMS
Keagan Desjardins	Russell Sage	Physical Therapy	1/10/26-2/6/26	Michelle Gladd	District

Temera Budhoo	Russell Sage	Physical Therapy	2/2/26-5/1/26	Michelle Gladd	District
Saima Fatima	Russell Sage	Physical Therapy	2/2/26-5/1/26	Michelle Behrens	District

**Classified Items 1-2 (within linked document)**

3. Classified Employees - Volunteers

***RPI Tutors - All Schools***

Steven Berry	Kamryn Gavin	Janae Miller
Ozell DeSousa	Ngawang Legzin	Angela Qu
Inga Rusnak	Nabila Hussain	Anaya Morel
Josiah Riggins		

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

**C. Superintendent Recommendations - Programs**

*(Reviewed by R. Stiles)*

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 2024-2025 and 2025-2026 classes for students with special needs.

[2024-2025 Special Education Placements](#)

[2025-2026 Special Education Placements](#)

2. Bell's Angels Driving, LLC (2025-2026 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 Bell's Angels Driving, LLC for drivers education lessons to TCS students from October 1, 2025 through June 30, 2026 at a cost not to exceed \$11,250.00 to be paid from the TCS building funds.

[Bell's Angels Driving, LLC \(2025-2026 Contract\)](#)

3. PinkBikeRalph, LLC (2025 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 PinkBikeRalph, LLC for on-site screen printing at Troy Community School from October 8, 2025 through October 10, 2025 at a cost not to exceed \$1,200.00 to be paid from the TCS building funds.

[PinkBikeRalph, LLC \(2025 Contract\)](#)

4. 2025-2026 Lead Evaluators

BE IT RESOLVED, that upon the recommendation of the Superintendent, the Board of Education hereby certifies that the following administrators have received appropriate training in teacher and/or principal evaluation in accordance with regulations of the Commissioner of Education, and such individuals are hereby certified as qualified lead evaluators for the purpose of conducting and completing evaluations for the 2025-2026 school year:

Thomas Nicholson, Sue Stoya, Michelle VanDerLinden

5. Out of State Conferences

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 conferences:

Conference:  
NCTE Annual Convention  
November 20-23, 2025  
Denver, CO

Attendees:  
Samantha Miller

Cost/Paid By:  
\$160 per person  
Paid from General funds

Advancing School Mental Health  
December 2-4, 2025  
Orlando, FL

Samantha Brewer  
Hillary Montesano  
Andrea Murray  
Julie Koch  
Abigail Hillary  
Colleen Syrett  
Hannah Weatherwax

\$580 per person  
Paid from Student Mental Health  
grant funds

6. Out of State Field Trips

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 trips:

Field Trips:  
Norman Rockwell Museum  
Stockbridge, MA  
November 13, 2025

Attendees:  
Tanya Harrison  
TCS Students

Cost/Paid By:  
No cost for the museum  
Transportation to be paid from  
building funds

Germany  
February 12-27, 2027

Nicole Case  
THS International Club students

\$4000 per person  
Paid from student fundraising

**D. Superintendent Recommendations - Business Finance**

*(Reviewed by A. Hotaling)*

1. US OMNI 403b Plan Agreement

BE IT RESOLVED, that the Board of Education, upon recommendation of the Superintendent, hereby approves the revised 403b Plan Agreement with US OMNI & TSACG Compliance Services.

[US OMNI 403b Plan Agreement](#)

2. Questar III BOCES Initial Service Contract (AS-7)

BE IT RESOLVED, that the Board of Education, upon recommendation of the Superintendent, hereby approves the 2025-26 Questar III BOCES Initial Service Contract (AS-7) in the amount of \$6,016,822.45.

[Questar III BOCES Initial Service Contract \(AS-7\)](#)

**E. Board Resolutions**

1. TTA MOA - Temporary Full-Time Teachers

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education of the Enlarged City School District of Troy hereby approves a Memorandum of Agreement with the Troy Teachers Association concerning temporary full-time teachers and authorized the Superintendent of Schools to execute the written Memorandum of Agreement.

2. TTA MOA - Teaching Assistants

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education of the Enlarged City School District of Troy hereby approves a Memorandum of Agreement with the Troy

Teachers Association concerning teaching assistants and authorized the Superintendent of Schools to execute the written Memorandum of Agreement.

**F. District Announcements**

1. Future BOE Meetings - All meetings will take place at TMS at 6:00pm.
  - a. October 22, 2025 - School 14 Principal Presentation
  - b. November 5, 2025
2. Troy Triumphs

**G. Adjourn**

**A. Staff Matters - Unclassified (reviewed by R. Stiles)**

**I. Unclassified Employee Probationary Appointment**

- a. **Name:** Lily L. Marshall  
 Tenure Area: Special Education Position: Teacher - Special Ed Assigned  
 FTE: 1.0000 Location: PS14  
 Probationary Start/End Dates: 09/29/2025 - 09/28/2029 Certification: SWD 1-6; Initial  
 Annual Salary: \$51523.00 (S-1, C-A)  
**(Transfer - Jenna Gerth)**
- b. **Name:** Jamie Farrell  
 Tenure Area: Teaching Assistant Position: Teaching Assistant  
 FTE: 1.0000 Location: PS14  
 Probationary Start/End Dates: 09/26/2025 - 09/25/2029 Certification: Teaching Assistant; Level I Teaching Assistant  
 Annual Salary: \$31471.00 (S-1, C-Z2)  
**(Certification Issued)**
- c. **Name:** James Thevenin  
 Tenure Area: Teaching Assistant Position: Teaching Assistant  
 FTE: 1.0000 Location: PS18  
 Probationary Start/End Dates: 09/30/2025 - 09/29/2029 Certification: Teaching Assistant; Level I Teaching Assistant  
 Annual Salary: \$31471.00 (S-1, C-Z2)  
**(Certification Issued)**

**II. Unclassified Employee Temporary Instructional Appointment**

- a. **Name:** James Thevenin  
 FTE: 1.0000 Location: PS18 Position: Teaching Assistant  
 Effective Date: 09/26/2025 - 09/29/2025 Certification: Pending  
 Annual Salary: \$31471.00 (S-1, C-Z2)
- b. **Name:** Nadia Brown  
 FTE: 1.0000 Location: THS Position: Teaching Assistant  
 Effective Date: 10/01/2025 - 06/30/2026 Certification: Pending  
 Annual Salary: \$31471.00 (S-1, C-Z2)

**III. 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.*

	<u>Name</u>	<u>Location</u>	<u>Prob. End Date</u>	<u>Tenure Area</u>	<u>Certification</u>
a.	Katherine Harmon	PS2	11/14/2025	Elementary	Early Child. Ed. B-2; Initial
b.	Tanya Joy Harrison	TCS	11/04/2025	Art	Visual Arts; Professional

**IV. Unclassified Employee Extra Assignments**

**A. 6th Period Assignment**

	<u>Name</u>	<u>FTE</u>	<u>Stipend</u>	<u>Location</u>	<u>Effective</u>	<u>Tenure Area</u>
a.	David W. Kennedy	1.00	\$5998.96	THS	09/22/2025	Social Studies
b.	Christine McDermott	1.00	\$5998.96	THS	09/22/2025	English
c.	Alyssa H. Lefebvre	1.00	\$6416.00	TMS	09/01/2025	School Social Worker
d.	Abigail Hillary	1.00	\$6416.00	CHS	09/01/2025	School Social Worker

**V. Unclassified Employee Temporary Stipends**

**A. Stronger Connections Program**

	<u>Name</u>	<u>Bldg.</u>	<u>Stipend</u>	<u>Position</u>
a.	Brendan Bradt	THS	\$3000.00	Stronger Connections Mentor

**VI. Unclassified Employee Withdrawal from Stipend**

	<u>Name</u>	<u>FTE</u>	<u>Location</u>	<u>Position</u>
a.	Marianne R. Carus	1.0000	TMS	Stronger Connections Mentor
b.	Kelsey Rivard	1.0000	PS18	Stronger Connections Mentor
c.	Eileen M. Catlin	1.0000	PS18	Stronger Connections Mentor

**VII. Unclassified Miscellaneous Employee Programs**

**A. Odyssey of the Mind**

	<u>Name</u>	<u>Hourly Rate</u>	<u>Hours</u>	<u>Location</u>
a.	Michelle Aubin	\$28.00	Up to 100	PS16
b.	Sarah McCart	\$35.00	Up to 100	PS16
c.	Chelsea Shufelt	\$35.00	Up to 100	PS16
d.	Taylor Flowers	\$35.00	Up to 100	CHS
e.	Jennifer R. Kristel	\$35.00	Up to 100	CHS
f.	Margaret A. Mulligan	\$35.00	Up to 100	CHS
g.	Nicole E. Cartin	\$35.00	Up to 100	PS2
h.	Marissa C. Vaughn	\$35.00	Up to 100	PS2
i.	Danielle Varcasio	\$35.00	Up to 100	PS14
j.	Deloria Ballard-Hubbell	\$35.00	Up to 100	TMS
k.	Charles H. Smith Jr.	\$35.00	Up to 100	TMS
l.	Honorah L. Donovan	\$35.00	Up to 100	THS

**B. PSAT Test Proctor**

	<u>Name</u>	<u>Hourly Rate</u>
a.	Brendan Bradt	\$35.00
b.	Bradley D. Kasper	\$35.00
c.	Riley C. Long	\$35.00
d.	Alexandria Phillips	\$35.00
e.	Ikea Witt	\$35.00
f.	Kayla Hartman	\$35.00

**VIII. Unclassified Employee After School Program**

**A. After School Program**

	<u>Name</u>	<u>Hourly Rate</u>	<u>Hours Per Week</u>	<u>Location</u>	<u>Position</u>
a.	Holly Edwards	\$28.00	Up to 8	CHS	Teaching Assistant
b.	Kathryn Cipperly	\$35.00	Up to 8	CHS	Teacher
c.	Era Crenshaw	\$35.00	Up to 8	CHS	Teacher
d.	Isabelle DeChiaro	\$35.00	Up to 8	TMS	Teacher
e.	Krystle Auricchio	\$35.00	Up to 8	TMS	Teacher
f.	Lauren Barrett	\$35.00	Up to 8	PS14	Teacher

**IX. Unclassified Employee Substitutes**

	<u>Name</u>	<u>Daily Rate</u>	<u>Position</u>
a.	Carol Capitula	\$110.00	Sub TA - Certified
b.	Khalil Swain	\$110.00	Sub TA - Uncertified
c.	Khalil Swain	\$125.00	Sub Teacher - Uncertified
d.	Zachary LaBounty	\$125.00	Sub Teacher - Uncertified
e.	Zachary LaBounty	\$110.00	Sub TA - Uncertified
f.	Jeffrey P. Simons	\$400.00	Substitute Principal
g.	Ann Marie Jabour	\$160.00	Sub Teacher - Retired
h.	Eric McTighe	\$125.00	Sub Teacher - Uncertified
i.	Eric McTighe	\$110.00	Sub TA - Uncertified
j.	Emileigh N. Fosmire	\$110.00	Sub TA - Uncertified

**X. Unclassified Employee Tutors**

	<u>Name</u>	<u>Step</u>	<u>Hourly Rate</u>
a.	Jerry Ford	4	\$27.00

**B. Staff Matters - Classified**

(reviewed by I. Abbasi)

**I. Classified Employee Temporary Appointment**

- a. **Name:** Alahaundra R. Braswell  
**FTE:** 1.0000    **Location:** District    **Position:** District Monitor Substitute  
**Effective:** 10/09/2025 through 06/30/2026    **Salary:** \$21.00 per hour

**II. Classified Employee Temporary Stipend**

<u>Name</u>	<u>Stipend</u>	<u>Position</u>
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II. Classified Employee Temporary Stipend

	<u>Name</u>	<u>Stipend</u>	<u>Position</u>
A.	Samuel Wessels	\$7500.00	Building Maintenance Supervisor

III. Classified Employee Substitutes

	<u>Name</u>	<u>Hourly Rate</u>	<u>Position</u>
a.	Matthew O'Connor	\$20.00	Sub Custodial
b.	Andre Leppanen	\$21.00	Sub Monitor