

**BOARD OF EDUCATION
AGENDA**

Date of Meeting: November 19, 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
- B. School 16 Principal Presentation - T. Ford
- C. Classified Employee Transfers 2025-2026 School Year (For notification purposes only)

<u>NAME</u>	<u>FROM POSITION</u>	<u>FROM</u>	<u>TO POSITION</u>	<u>TO</u>
Emily-Rose LeBeau	Laborer-Nights	PS12	Laborer-Nights	TMS
Henry Jackson-Gordon	Laborer-Nights	PS18	Laborer-Nights	PS12

III. Action Items

- A. **Approval of Minutes**
 - 1. November 5, 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 1-9 (within linked document)

10. 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>
Matt Hooper	Maria College	Occ. Therapy	1/2/26-3/31/26	Holly Lockrow	CHS

Chelsie Brozowski	Maria College	Occ. Therapy	4/1/26-7/31/26	Holly Lockrow	CHS
Megan Burke	Maria College	Occ. Therapy	4/1/26-7/31/26	Tulin Ture	PS18
Ben Mazzola	SUNY Albany	Childhood Ed.	1/26/26-3/31/26	Charles Smith	TMS
Eric Gerard	Russell Sage	Art	11/1/25/11/30/25	Elizabeth Hinkson	TMS

Classified Item 1-4 (within linked document)

5. Classified Employees - Volunteers

Literacy Volunteers - PS14

Heather Billell	Adrienne Larys	Daryl Lockrow	David Macks
Susan Naughton	Connie Gatt	Diana Pane	Judi Jacques
Jennifer Schulaner	Kate Wooddell	Ellen Dunn	Val Jeffers
Anne Poletto	Judi Smith		

Emma Willard - PS16

Maria Anish
Alex Bryant
Fayna Meng

RPI Tutors - All Schools

Sergio Hernandez
Sam Trasente

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

C. Superintendent Recommendations - Programs

(Reviewed by R. Stiles)

1. 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:

District:

Christopher Leahey

2. CREATE Community Studios (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 CREATE Community Studios for expressive arts program at the afterschool programs for the 2025-2026 school year at a cost not to exceed \$7,800.00 to be paid from Stronger Connections grant funds.

[CREATE Community Studios \(2025-2026 Contract\)](#)

D. Superintendent Recommendations - Business Finance

(Reviewed by A. Hotaling)

1. Boys & Girls Club of the Capital Area (2025-2026)

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, NY hereby approves the following agreement and payment for services in conjunction with the building use agreement with the Boys & Girls Clubs of the Capital Area from September 1, 2025 through August 31, 2026.

[Boys & Girls Clubs of the Capital Area \(2025-2026\)](#)

2. Capital Area Schools Health Insurance Consortium Trust Agreement (2026-2031)

WHEREAS, Troy City School District is a member of the Capital Area School Health Insurance Consortium ("CASHIC"); and

WHEREAS, the Board of Trustees of CASHIC seeks to adopt a revised Trust Agreement, to ensure the continued effective operation of CASHIC;

NOW, THEREFORE, due deliberation having been had, BE IT RESOLVED:

1. That the Troy City School District hereby consents to the adoption of the Trust Agreement proposed by CASHIC's Board of Trustees.

2. That Assistant Superintendent for Business be authorized to execute the Written Consent provided by CASHIC's Board of Trustees.

3. Bid Award

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby award the following bid opened November 5, 2025 for the Facilities and Maintenance Departments to be awarded to the following:

a. <u>Longhorn Screen and Stitch</u>	
Custodian Golf Shirts (XSmall-5XL)	\$1,681.60
Custodian Long Sleeve Shirts (XSmall-5XL)	\$2,258.00
Maintenance Golf Shirts (Small-5XL)	\$1,681.60
Security Golf Shirts (Small-5XL)	\$2,331.60
Security Long Sleeve Shirts (Small-5XL)	\$2,692.50
Maintenance Short Sleeve Shirts (Small-5XL)	\$2,123.90
Maintenance Long Sleeve Shirts (Small-5XL)	\$1,901.80
Textured Soft Shell Jacket (Small-5XL)	\$3,332.50
Heavyweight Parka (Small-5XL)	\$8,303.20
Beanie Style Winter Hat (One-Size)	\$496.50

Total Contract Award: \$26,803.20

b. <u>BSN Sports</u>	
Flip Knit Winter Hat (One-Size)	\$547.50

Total Contract Award: \$547.50

4. Change Order

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby approves the following change order:

<u>Contractor</u>	<u>C/O #</u>	<u>Original Amount</u>	<u>Change</u>
Field Turf	SC-02 (TMS)	\$3,108,299.37	\$1,670.56

E. Board Resolution

1. Reorganization Petitions

WHEREAS, the Board of Education of the Enlarged City School District of Troy (the "Board") continues to explore reorganization with the Wynantskill Union Free School District;

WHEREAS, the New York State Education Department ("SED") has advised the District that it will require the Board to conduct a petition, which it considers an essential advisory tool for the Commissioner to gauge community support for consolidation; and

WHEREAS, it is in the District's best interest to assess community support for the reorganization with the Wynantskill Union Free School District;

NOW, THEREFORE, BE IT RESOLVED that the Board hereby authorizes the utilization of petitions to assess

community support for reorganization;

BE IT FURTHER RESOLVED that one copy of the petition will be available for signing at the Office of the District Clerk, located at 475 First Street, Troy, NY 12180, and;

BE IT FURTHER RESOLVED that the Board authorizes the Superintendent to designate one or more District residents to represent and assist the District in gathering signatures at sites, events, or other locations outside of District property.

2. Confidential Settlement Agreement and Full and Final Release of All Claims -Civil Action No. 1:25-cv-00084 (MAD/DJS)

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves a Confidential Settlement Agreement and Full and Final Release of All Claims concerning Civil Action No. 1:25-cv-00084 (MAD/DJS), and ratifies the Superintendent's signature of said agreement.

3. Authorizing an Emergency Project - PS12 Public Announcement System

WHEREAS, on or about October 17, 2025, critical components of the Public Announcement System at Public School 12 unexpectedly failed, rendering it unable to make emergency communications and announcements;

WHEREAS, Public School 12 has only one Public Announcement System, the loss of which significantly and negatively affects the District's ability to safely operate public functions at the school;

WHEREAS, the District's architect, Mosaic Associates, has advised that immediate emergency replacement of the Public Announcement System at Public School 12 ("PA Replacement") is essential to preserve the District's property and to ensure the continued education of students and the health and safety of students and staff;

WHEREAS, the District will submit plans for the repairs/replacement to the New York State Education Department, Office of Facilities Planning ("SED") and advise SED that the repairs/replacement will be performed on an emergency basis, in order preserve the District's property and to ensure the continued education of students and the health and safety of students and staff; and

NOW, THEREFORE BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools and Mosaic Associates, the Board of Education hereby declares the damage to the Public Announcement System at Public School 12 an emergency affecting a public building, public property and the health and safety of students and staff, which requires immediate action;

BE IT FURTHER RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby declares the cost of the PA Replacement an ordinary contingent expense of the District such that the PA Replacement does not require voter approval;

BE IT FURTHER RESOLVED, that upon the recommendation of the Superintendent of Schools, \$660,000.00 of undesignated fund balance or such amount as shall be necessary shall be transferred into the general fund for such emergency purposes and the 2025-26 general fund budget is hereby increased by an amount not to exceed \$660,000.00 to accommodate this unanticipated expenditure;

BE IT FURTHER RESOLVED, that upon the recommendation of the Superintendent of Schools and Mosaic Associates, the Board of Education hereby declares the PA Replacement to be an emergency condition which cannot await competitive bidding;

BE IT FURTHER RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby authorizes, without the necessity of competitive bidding, the Business Office to procure such materials, services, equipment and contractor(s) as necessary to perform the PA Replacement and hereby authorizes the Purchasing Agent to approve such contracts and/or purchase orders for the PA Replacement in an amount not to exceed \$660,000.00;

BE IT FURTHER RESOLVED, that upon the recommendation of the Superintendent of Schools, the Assistant

Superintendent for Business is hereby authorized and directed to file the necessary and proper paperwork with the State Education Department to proceed with the PA Replacement; and

BE IT FURTHER RESOLVED, that the Board of Education hereby classifies the PA Replacement as a Type II Action, which requires no further review under SEQRA pursuant to §§617.5(c) of the SEQRA Regulations.

F. District Announcements

1. Future BOE Meetings - All meetings will take place at TMS at 6:00pm.
 - a. December 3, 2025
 - b. December 17, 2025 - School 18 Principal Presentation

2. Future Feasibility Community Meetings
 - a. December 2, 2025 at 6:00pm Questar III BOCES, *10 Empire State Blvd, Castleton-on-Hudson, NY 12033*
 - b. December 17, 2025 at 6:00pm, Troy BOE Meeting, *Troy Middle School*
 - c. December 18, 2025 at 7:00pm, Wynantskill BOE Meeting, *WUFSD*

3. Troy Triumphs

G. Adjourn

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

I. Unclassified Employee Resignation

	<u>Name</u>	<u>FTE</u>	<u>Location</u>	<u>Effective Date</u>	<u>Tenure Area</u>
a.	Schaefer Scarritt	1.0000	PS16	11/12/2025	Teaching Assistant
b.	Ashley Sheedy	1.0000	PS2	11/02/2025	Teaching Assistant
c.	Seairah Kapp	1.0000	TCS	11/07/2025	Teaching Assistant

II. Unclassified Employee Probationary Appointment

- a. **Name:** Ashley Sheedy
 Tenure Area: Elementary Position: Teacher - Kindergarten
 FTE: 1.0000 Location: PS2
 Probationary Start/End Dates: 11/03/2025 - 11/02/2029 Certification: Early Child. Ed. B-2; Initial Reissuance
 Annual Salary: \$51523.00 (S-1, C-A)
(New Position)
- b. **Name:** Daniel J. Masi
 Tenure Area: Teaching Assistant Position: Teaching Assistant
 FTE: 1.0000 Location: THS
 Probationary Start/End Dates: 11/07/2025 - 11/06/2029 Certification: Teaching Assistant; Initial
 Annual Salary: \$39117.00 (S-12, C-Z2)
(Certification Issued)

III. Unclassified Employee Temporary Instructional Appointment

- a. **Name:** Schylar J. Arrington
 FTE: 1.0000 Location: TMS Position: Counselor
 Effective Date: 11/17/2025 - 02/01/2026 Certification: School Counselor; Initial
 Annual Salary: \$55801.00 (S-2, C-E)
(Leave of Absence - Gelatt)
- b. **Name:** Luca Carrese
 FTE: 1.0000 Location: TMS Position: Teacher - Home & Career Skills
 Effective Date: 12/15/2025 - 06/30/2026 Certification: Teaching Assistant; Level I Teaching Assistant
 Annual Salary: \$51523.00 (S-1, C-A)
(Resignation - Patricia Gallant)

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.	Maryann Lazurus	1.00	\$1924.80	PS14	09/01/2025	ESL (amend dates)
b.	Kali E. King	1.00	\$1924.80	PS14	09/01/2025	ESL (amend dates)

V. Unclassified Employee Temporary Stipends

A. New Teacher Mentor Program

1. New Teacher Mentor Program Year 1

	<u>Name</u>	<u>FTE</u>	<u>Stipend</u>	<u>Mentee</u>
a.	Kathryn M. Bender	0.5000	\$717.84	Lily Marshall (amend FTE)
b.	Jennifer Kuhn	0.5000	\$800.00	Lily Marshall

B. Coaching Sports

	<u>Name</u>	<u>FTE</u>	<u>Stipend</u>	<u>Position</u>
a.	Patrick O'Connor	1.0000	\$1500.00	Rover, Boys Basketball
b.	Donald S. Poutre	1.0000	\$3700.00	Head Coach, Bowling
c.	Taylor Engster	1.0000	\$2300.00	Modified Coach, Girls Basketball
d.	Brendan Bradt	1.0000	\$2400.00	Varsity Assistant Coach, Boys Basketball
e.	Trevor J. Taylor	1.0000	\$5862.00	Varsity Coach, Boys Indoor Track

C. Stronger Connections Program

	<u>Name</u>	<u>Bldg.</u>	<u>Stipend</u>	<u>Position</u>
a.	Brendan F. Barry	TMS	\$3000.00	Stronger Connections Mentor

VI. Unclassified Miscellaneous Employee Programs

A. Odyssey of the Mind

	<u>Name</u>	<u>Hourly Rate</u>	<u>Hours</u>	<u>Location</u>
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VI. Unclassified Miscellaneous Employee Programs

A. Odyssey of the Mind

	<u>Name</u>	<u>Hourly Rate</u>	<u>Hours</u>	<u>Location</u>
a.	Sarah McCart	\$28.00	Up to 100	PS16 (<i>amend hourly rate</i>)

VII. 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.	Stacey Rutter	\$35.00	Up to 8	CHS	Teacher
b.	Taylor Flowers	\$35.00	Up to 8	CHS	Teacher
c.	Carly Reynolds	\$35.00	Up to 8	TMS	Teacher
d.	Samuel Burton	\$35.00	Up to 8	TMS	Teacher
e.	Hayley E. Crouth	\$35.00	Up to 8	CHS	Teacher
f.	Tracy L. Dowler	\$35.00	Up to 8	CHS	Teacher

VIII. Unclassified Employee Substitutes

	<u>Name</u>	<u>Daily Rate</u>	<u>Position</u>
a.	Barry Goldman	\$125.00	Sub Teacher - Uncertified
b.	Shaquezia Romero	\$125.00	Sub Teacher - Uncertified
c.	Shaquezia Romero	\$110.00	Sub TA - Uncertified
d.	Ann Marie Jabour	\$110.00	Sub TA - Certified
e.	Elaine M. McGuirk	\$110.00	Sub TA - Certified
f.	Jacob S. Reinisch	\$110.00	Sub TA - Uncertified
g.	Lachane L. Stackhouse	\$110.00	Sub TA - Uncertified
h.	Hope Mulligan	\$110.00	Sub TA - Uncertified
i.	Hope Mulligan	\$125.00	Sub Teacher - Uncertified
j.	Madelyn Chicoine	\$110.00	Sub TA - Certified
k.	Madelyn Chicoine	\$135.00	Sub Teacher - Certified

IX. Unclassified Employee Tutors

	<u>Name</u>	<u>Step</u>	<u>Hourly Rate</u>
a.	Sitora Wirfel	2	\$35.00

B. Staff Matters - Classified

(reviewed by I. Abbasi)

I. Classified Employee Probationary Appointment

- a. **Name:** Coleen M. Landers
FTE: 0.5000 Position: Typist
Location: PS12 Probationary Period: 01/05/2026 - 01/04/2027
Annual Salary: \$48661.00 (S-6, G-10A)
(Resignation - Donna Cannon)
- b. **Name:** Amber Thomas
FTE: 1.0000 Position: Registration Clerk
Location: Registration Probationary Period: 11/20/2025 - 11/19/2026
Annual Salary: \$47724.00 (S-2, G-11A)
(Resignation - Anthony Papineau)

II. Classified Employee After School Program

	<u>Name</u>	<u>Hourly Rate</u>	<u>Hours/Week</u>	<u>Location</u>	<u>Position</u>
a.	Lisa Markowski	\$42.99	Up to 8	TMS	Sub Nurse

III. Classified Employee Substitutes

	<u>Name</u>	<u>Hourly Rate</u>	<u>Position</u>
a.	Dennis Pompey	\$20.00	Sub Custodial