BOARD OF EDUCATION
AGENDA

Date of Meeting:	November 18, 2026
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. Executive Session

B. Public Session

1. Pledge of Allegiance

C. Public Input on agenda and non-agenda 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. School 16 Principal Presentation - Dr. Ford

III. Action Items

A. Approval of Minutes

1. November 4, 2026

B. Superintendent's Recommendations - Human Resources - Staff Matters - Unclassified and Classified

(Reviewed by R. Stiles and J. Currey)

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 1-8 (within linked document)

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

NAME	COLLEGE	AREA OF STUDY	DATES	SUPERVISOR	ASSIGN.
Haley Cituk-Desbois	Russell Sage	Childhood Ed.	10/29/26-12/1/26	Mary Zakarka	CHS
Amanda Fellows	SUNY Albany	Childhood Ed.	3/22/27-5/14/27	Allison Myers	CHS
Olivia Gatto	SUNY Albany	Childhood Ed.	3/22/27-5/14/27	Lia Casale	CHS
Carlie Herba	Russell Sage	Childhood Ed./SPED	1/11/27-3/5/27	Julie Safranko	PS18

Victoria DeMasi	Russell Sage	Art	1/11/27-3/5/27	Heather Lane	THS
Sofia Baldwin	Russell Sage	Art	1/11/27-3/5/27	C. Didonna-Nethaway	THS
Nadia Brown	Russell Sage	Counseling	1/11/27-3/5/27	Alexandria Phillips	THS
David Gerke	Russell Sage	Childhood Ed./SPED	3/8/27-5/7/27	Mary Zakarka	CHS
Annaliese Myers	Russell Sage	Childhood Ed./SPED	3/8/27-5/7/27	Shannon Giles	CHS
Kallie Hopkins	Russell Sage	Childhood Ed.	3/8/27-5/7/27	Lisa Nicklaus	PS18
Jennifer Higgins	Russell Sage	Childhood Ed.	1/11/27-3/5/27	Sabrina Durivage	PS18
Kayla Stone	Russell Sage	Childhood Ed.	3/8/27-5/7/27	Jessica Cartwright	CHS
Timothy Harper	Russell Sage	Art	11/23/26-12/20/26	Anna Schwartz	TMS

Classified Items 1-5 (within linked document)

6. Classified Employees - Volunteers

Regeneron - THS

Gregory Johnson	Mallyssa Madeo	Matt Farrell	Caitlin Zautner
Kenoye Eke	Phillip Yunginger	Milan Pfister	Eddie Calderon
Victor Labault Lopez	Tea Varghese		

Staff Matters (Unclassified and Classified)

C. Superintendent Recommendations - Programs *(Reviewed by R. Stiles)*

1. Clever Combat - 2026-2027

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 Clever Combat for JiuJitsu and Mixed Martial Arts lessons at the Troy Community School for the 2026-2027 school year at a cost not to exceed $3,000.00 to be paid from the Troy Community School building funds.

Clever Combat 2026-2027

2. Rensselaer City School District - 2026-2027

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 municipal cooperation agreement with the Rensselaer City School District for special education services from October 27, 2026 through June 27, 2027 at a rate of $22,214 to be paid by the Special Education grant funds.

Rensselaer City School District - 2026-2027

3. Speak Sobriety LLC - 2026

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 Speak Sobriety for substance misuse prevention, mental health and resilience lessons at Troy Community School from November 2026 through December 2026 at a cost not to exceed $6,000.00 to be paid from the Troy Community School building funds.

Speak Sobriety LLC - 2026

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

1. Contract - Phinney Associates Architects

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby approves the selection of Phinney Associates Architects as the Architect/Engineer for the anticipated 2027 capital project work proposition for Phase I of the Gardner-Dickinson school building.

Phinney Associates Architects

2. Bid Award

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby award the following bid opened October 23, 2026 for the purchase of one (1) 2027 Ford F350 with Snow Plow, Lights, and a Tommy-Gate for the Facilities Department to be awarded to the following lowest responsible bidder:

Bob Johnson Auto Group 3817 W. Henrietta Rd. Rochester, NY 14623	Total Contract Award: $61,847.66

3. Bid Award

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby award the following bid opened October 23, 2026 for the purchase of two (2) 2027 Ford F350s with Snow Plows and Lights for the Facilities Department to be awarded to the following lowest responsible bidder:

Delancy Ford 3061 Trans Rd. Elma, NY 14059	Total Contract Award: $113,649.28

E. District Announcements

1. Future BOE Meetings - All meetings will take place at 6:00pm at Troy Middle School.
   a. **__Tuesday__**, December 1, 2026
   b. December 16, 2026 - School 18 Principal Presentation
   c. January 6, 2027

2. Troy Triumphs

F. Adjourn

Enlarged City School District of Troy

Proposed Agenda
November 18, 2026

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

I. Unclassified Employee Resignation

	Name	FTE	Location	Tenure Area	Effective Date
a.	Emily J. Thomas	1.0000	PS14	Elementary	12/23/2026
b.	Veronica St. John	1.0000	TMS	English as a Second Language	12/18/2026
c.	Adrianna Whitsel	1.0000	TMS	Teaching Assistant	11/06/2026

II. Unclassified Employee Leave of Absence (Unpaid)

	Name	FTE	Location	Tenure Area	Effective Date
a.	Lauren H. Flood	1.0000	THS	English	09/29/2026-03/22/2027 ***(Amend Dates)***

III. Unclassified Employee Temporary Instructional Appointment

a. **Name:** Danielle F. Nichols
FTE: 1.0000 Location: CHS Position: Teacher - Kindergarten
Effective Date: 09/01/2026 - 12/31/2026 Certification: Pending
Annual Salary: $55092.00 (S-3, C-A)
(Amend End Date, 08/26/2026 BOE Agenda, Page 1 of Staff Matters (Unclassified and Classified) Attachment)

b. **Name:** Jennifer Baugh
FTE: 1.0000 Location: PS2 Position: Teacher - Special Ed Assigned
Effective Date: 11/18/2026 - 06/30/2027 Certification: Pending
Annual Salary: $58124.00 (S-2, C-K)
(Resignation - Jillian Hooper)

c. **Name:** Kaitlyn N. Keegan
FTE: 1.0000 Location: TMS Position: Teacher - Language Arts
Effective Date: 02/01/2027 - 05/14/2027 Certification: ELA 7-12; Initial
Annual Salary: $52167.00 (S-1, C-A)
(Leave of Absence - Gonzalez)

d. **Name:** James B. McAndrew
FTE: 1.0000 Location: TMS Position: Teacher - Science
Effective Date: 11/09/2026 - 06/30/2027 Certification: Social Studies 7-12; Initial
Annual Salary: $54333.00 (S-1, C-E)
(Leave of Absence - Carus)

e. **Name:** Kristie N. Marino
FTE: 1.0000 Location: District Position: Curriculum Leader - ELA
Effective Date: 11/30/2026 - 06/30/2027 Certification: Childhood Ed. 1-6; Professional
Annual Salary: $81946.00 (S-14, C-E)

f. **Name:** Erin O'Malley
FTE: 1.0000 Location: District Position: Instructional Technology Coach
Effective Date: 11/30/2026 - 06/30/2027 Certification: Childhood Ed. 1-6; Professional
Annual Salary: $82487.00 (S-14, C-G)
Amend Effective Date, 10/20/2026 BOE Agenda, page 1 of Staff Matters (Unclassified and Classified) attachments

IV. 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.

	Name	Location	Prob. End Date	Tenure Area	Certification
a.	Elaine Herron	CHS	01/02/2027	School Social Worker	School Social Worker; Provisional
b.	Katherine Clemente	THS	01/02/2027	Mathematics	Mathematics 7-12; Initial

V. Unclassified Employee Extra Assignments

A. 6th Period Assignment

	Name	Stipend	Location	Effective	Tenure Area	FTE
a.	James B. McAndrew	$5034.40	TMS	11/09/2026	Teacher Not Tenure Eligible	1.00
b.	Nicole M. MacNeil	$6496.00	District	09/01/2026	APPR	1.00
c.	Nicole M. MacNeil	$6496.00	District	09/01/2026	Mathematics	1.00

VI. Unclassified Employee Temporary Stipends

A. New Teacher Mentor Program

1. Teacher Mentor Program - Elevate Mentors

	Name	FTE	Stipend	Mentee
a.	Melanie A. Anderson	1.0000	$847.83	Shannon Giles

B. Coaching Sports

	Name	FTE	Stipend	Position
a.	Alexandra Cappello-Perez	1.0000	$3544.00	JV Coach, Girls Indoor Track
b.	Michael Sunkes	1.0000	$2126.00	Modified Coach, Boys Basketball
c.	Amy L. Jones	1.0000	$2126.00	Modified Coach, Boys Swimming

VII. Unclassified Employee Withdrawal from Stipend

	Name	FTE	Location	Position
a.	Cynthia M. Didonna-Nethaway	1.0000	THS	Stronger Connections Mentor

VIII. Unclassified Employee After School Program

A. After School Program

	Name	Hourly Rate	Hours/Week	Location	Position
a.	Sarah Flagg	$35.00	Up to 8	PS2	Teacher
b.	Bridget K. Hamilton	$28.00	Up to 8	TMS	Teaching Assistant

IX. Unclassified Employee Substitutes

	Name	Daily Rate	Position
a.	Mackenzie E. Polaro	$130.00	Sub Teacher - Uncertified
b.	Mackenzie E. Polaro	$115.00	Sub TA - Uncertified
c.	Mia Perrotti	$130.00	Sub Teacher - Uncertified
d.	Destiney Escobales	$130.00	Sub Teacher - Uncertified
e.	Destiney Escobales	$115.00	Sub TA - Uncertified
f.	Ameesha Moore	$115.00	Sub TA - Uncertified
g.	Mary Rossi	$115.00	Sub TA - Uncertified

B. Staff Matters - Classified (reviewed by J. Currey)

I. Classified Employee Resignation

	Name	FTE	Location	Position	Effective Date
a.	Bradley Hough	1.0000	THS	Head Custodian	11/09/2026

II. Classified Employee Retirement

	Name	FTE	Location	Position	Effective Date
a.	Scott McCumber	1.0000	PS12	School Monitor/Secondary	01/04/2027

III. Classified Employee Leave of Absence (Unpaid)

	Name	FTE	Location	Position	Effective Date
a.	Altagracia Reyes Giron	1.0000	PS12	Laborer - Nights	07/27/2026-12/01/2026 ***(Amend Dates)***
b.	Brianna Kroeze	1.0000	PS14	Occupational Therapist	12/08/2026-03/27/2027

IV. Classified Employee Provisional Appointment

a. **Name:** Nicole Ellis
FTE: 1.0000 Position: Head Custodian
Location: THS Effective Date: 11/16/2026
Annual Salary: $60676.00 (S-5, G-19)
(Resignation - Erik Carucci)

V. Classified Employee Temporary Appointment

a. **Name:** Haley Ouderkirk
FTE: 1.0000 Location: PS14 Position: Occupational Therapist
Effective:10/22/2026 through 03/27/2027 Annual Salary: $56095.00
(Amend End Date, 11/04/2026 BOE Agenda, Page 3 of Staff Matters (Unclassified and Classified) Attachment)