



**BOARD OF EDUCATION  
MINUTES**

Date of Meeting: February 12, 2014  
Type of Meeting: WORKSHOP  
Location: Carroll Hill School

**I. MEETING CALLED TO ORDER**

At 5:30 pm Mr. Jason Schofield, President, called the meeting to order.

**II. ROLL CALL**

Members Present: Mr. Jason Schofield, President  
Mr. Bill Strang, Vice President  
Mrs. Ann Apicella  
Ms. Elizabeth Denio  
Mrs. Carol Harvin  
Mr. Tom Mayo  
Mr. Michael Tuttman  
Mrs. Anne Wager-Rounds

Members Absent: Ms. Martha Walsh

Also Present: Mr. John Carmello, Superintendent of Schools  
Dr. Donna Watson, Assistant Superintendent  
of Curriculum and Instruction  
Ms. Mary O'Neill, Assistant Superintendent for Business  
Mrs. Kristen Miaski, Director of Human Resources  
Ms. Kathleen Cietek, District Treasurer  
Ms. Kathy Ahearn, School Attorney

CAC Members Present: Mary Ellen Adams                      Mary Marro-Giroux  
David Heyward    Jeannie Steigler  
Ken Hughes    Aimee Rigney

CAC Member Absent: Tom Meyer

### III. EXECUTIVE SESSION

At 5:30 pm Mr. Schofield made a motion to move to Executive Session for the purpose of discussing a contractual matter and pending litigation. This was seconded by Mr. Strang and carried 8-0. Invited to attend were Mr. Carmello, Dr. Watson, Ms. O'Neill, Mrs. Miaski and Ms. Ahearn.

### IV. PUBLIC SESSION

At 6:00 pm Mr. Schofield called the meeting to order with the Pledge of Allegiance.

Mr. Schofield announced that Troy athletes will compete in quarter sectionals over the winter break. We wish the best of luck to the girls and boys varsity basketball teams and to Riley Martin, Noah Williams and Reid Cronin in the shot-put sectionals.

Mr. Carmello presented Board members Ann Apicella and Carol Harvin with NYSSBA's Achievement Awards.

## **NON-ACTION ITEMS**

### V. PRINCIPAL'S PRESENTATION - C. PARKER

Dr. Casey Parker gave an overview of operationalizing the Regents Reform Agenda and Carroll Hill School's implementation of the Common Core. CHS is focused on common core instructional shifts in ELA and Math within daily instruction. They have monthly team level meetings and partnerships with Sage College and Dr. Powell targeting culturally responsive instruction with a focus on the common core standards. CHS has 90 minute reading blocks, daily read alouds and intervention blocks. Literacy coaches are meeting each week with the principal to discuss where to lead staff. There is a big emphasis on hiring qualified staff. Exciting efforts are taking place in School Turnaround initiatives with a singular, focused school goal that is aligned with district expectations to increase proficiency by 20 percent. To achieve this, CHS has college partnerships, more afterschool programming and increased parent outreach. They are also working with YMCA for a grant to have an academic-based afterschool program 5 days per week.

### VI. BUDGET PRESENTATION - J. CARMELLO

Mr. Carmello began his presentation with a reminder of the District's mission as we begin to make difficult decisions. He briefly reviewed Draft 1 for the 2014-15 budget at \$109,558,179 and tax levy increase at 27.21%; expenditures outweigh revenue.

Draft 2 was distributed and showed the budget at \$109,462,762 with tax levy increase at 20.36%. We have been hit with a health insurance increase of \$482,748. Six requested positions have been removed without impacting the budget. Debt service is \$150,000 lower than original anticipated. GAP elimination takes away \$2.4 million. The revenue change is \$2,248,923.

State Aid - Aid revenue for Draft 2 is \$54,097,876. There is no increase in the Governor's budget for Foundation Aid. Gap Elimination is still at \$2.4 million. We continue to make active lobbying efforts and Mr. Carmello will attend Lobby Day with NYS Council of School Superintendents on March 3rd. A letter writing campaign is underway and we have asked for everyone's help. We are hopeful for an increase in aid from the legislators to reduce the tax levy.

Every year we must look at the budget to see what we can reduce and what we can do without. We have been able to sustain our programs. We will continue to analyze and prioritize all other requests by Administration as well as all current staff and programs. We need to keep in mind that Troy has already endured significant cuts in the last several years of 140 faculty and staff.

Transportation - The Board has had several discussions regarding extending our distance limits to save money; Troy is currently very low at .6 miles elementary/1.0 miles secondary for walking distance. Any changes to the walking distance must get voter approval. Troy receives state aid for transportation at 79.6% reimbursement rate the following year. Mr. Carmello distributed a handout showing two proposed scenarios if distance is changed and how many students are impacted. We get transportation therefore the actual savings would not be significant because we would lose aid at the same time we reduce buses. Ex. Scenario 1 (1.0-1.5 miles) would eliminate 14 buses and savings of \$652,628 but only \$133,136 after aid. Scenario 2 (1.5-2.0 miles) would eliminate 30 buses and savings of \$1,382,017 but only \$281,932 after aid.

Mr. Carmello indicated that changing the distance to 2 miles (Scenario 2) would not likely get voter approval. Because of aid received, the savings in Scenario 1 (1.5-2.0) would be only \$133,136 and we would potentially disrupt 800 students. He recommended that the Board not change transportation and he feels we can find savings somewhere else. The Board agreed there would be no change to the distance requirement and we will not pursue this.

Discussion - Ms. Marro-Giroux stated if more students walk to school there may be an increase in absences; we receive aid on students in attendance. Mrs. Rounds stated that kids' safety must come first.

CDTA Option - Mr. Carmello said he did not have good news for a voucher system for high schools students. He stated there are 18 buses for the high school; all are "double tiered" and also must run to elementary or private schools. If we remove the high school runs they become single tiered buses. CDTA cannot offer a cost lower than double tiered so there is not a savings.

Retirement Incentive - Deadline for employee letters is February 24, 2014. As of today we have 3 from TTA and 4 from CSEA. Final total will be available for Draft 3.

Charter Schools - No changes for Draft 2. Cost per student is frozen at \$15,986. 777 students were billed for this year which is \$14 million. We heard that the freeze may end and rate may go down which would be a significant savings. Ark Charter School has received an initial determination that they have to close; Ark may appeal and request an extension. Hearing is February 26th. There are 160 students at Ark.

SED Meetings - We are making some headway on charter school residency. We have been proactive and proof of residency hearings have been very successful. SED states if we declare students not to be residents then they are not residents; however, they can appeal.

Discussion - Ms. Marro-Giroux asked if we have room for Ark students. Mr. Carmello explained they are by grade and they are spread out; we will be fine and we can hire additional staff. School 2 will remain a "School Choice" because they have to meet their goals for two years. Ms. Ahearn added that legislators did not think that money follows the students; the same thing happens when students come back. There is no savings just because students are gone.

Tax Cap - Mr. Carmello reviewed previous tax caps as follows: 2012-13 at 2% which translates to 3.61% tax levy for our district; 2013-14 at 2% which translates into 4.01% levy; and for 2014-15 the tax cap is down at 1.46%. With allowable exemptions, our tax cap for 2014-15 will translate to approximately 7%. Target for tax levy will be discussed at the February 26th meeting.

Discussion: Mrs. Adams stated that there are increasing healthcare premiums across the country resulting from healthcare reform. Do we share these increases with the employees? An increase is passed to employees in the private sector and we have to be realistic. Taxpayers will ultimately have to absorb this additional cost of healthcare in a tax levy if employees do not pay higher premiums. Mr. Carmello stated that healthcare is contractual and co-pays and carriers are also contractual.

VII. PUBLIC INPUT ON AGENDA AND NON-AGENDA ITEMS

Mark Miller (taxpayer) - His son attends Catholic Central HS. Last year he made a request to the BOE to allow his son to apply to the New Visions program. Thank you for granting this request. His son was accepted and the New Visions program has been extremely beneficial; it helped get his son accepted at RPI.

ACTION ITEMS

VIII. APPROVAL OF MINUTES

**Mr. Schofield made a motion to approve the following minutes.**

**Second: Mr. Strang**

**Carried: 8-0**

BE IT RESOLVED, that the Board of Education, hereby approves the following minutes:

A. Board Meetings

1. Board of Education - December 18, 2013
2. Board of Education - January 8, 2014
3. Board of Education - January 22, 2014
4. Board of Education - January 29, 2014 Exec. Session

IX. SUPERINTENDENT'S RECOMMENDATIONS - HUMAN RESOURCES

A. Staff Matters - Unclassified (reviewed by D. Watson)

**Mr. Schofield made a motion to approve Items 1-7 as a Consent Agenda.**

**Second: Mr. Strang**

**Carried: 8-0**

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 personnel actions:

1. Unclassified Employee - Temporary Appointment

	<u>NAME</u>	<u>TENURE AREA/ POSITION TITLE</u>	<u>% SERVICE</u>	<u>ASSIGN</u>	<u>EFFEC DATES</u>	<u>CERT STATUS</u>	<u>SALARY RATE</u>
a.	Stephen Ruzbacki (Sabbatical - L.Tedesco)	Science	100%	THS	2/6/14 - 6/30/14	Earth Science, Initial	\$43,000 (prorated) (S-1, Col B)
b.	Christine Dauphinais	School Counselor (Riverfront P-Tech Grant Facilitator)		THS	Feb - June 2014	School Counselor, Perm	\$10,000 (stipend) (prorated)
c.	Jennifer DeMarco	Mathematics (STEM Program Co-Facilitator)		TMS	Feb - June 2014	Mathematics, Professional	\$750.00 (stipend)
d.	Nancy Smith	Mathematics (STEM Program Co-Facilitator)		TMS	Feb - June 2014	Mathematics, Permanent	\$750.00 (stipend)

2. Unclassified Employee - 2013-14 Student Interns (Unpaid)

	<u>NAME</u>	<u>COLLEGE</u>	<u>AREA OF STUDY</u>	<u>SUPERVISOR</u>	<u>ASSIGNMENT</u>
a.	Vinithya Balanchandran	College of St. Rose	School Psychology	Andrea Murray	PS-14
b.	Cory Gransbury	Sage College	Physical Education	Jason Jones	CHS
c.	Mayce Saleh	Russell Sage	Mathematics	Jennifer DeMarco	TMS

3. Unclassified Employees - Mentor / Mentee Appointments

	<u>MENTEE</u>	<u>TENURE AREA</u>	<u>MENTOR</u>	<u>ASSIGNMENT</u>	<u>SALARY RATE</u>
a.	Jennifer Burns	Elementary	Thomas Carroll	CHS	\$1,250 (prorated)
b.	Antoinette Williams	Elementary	Jennifer Prendergast	PS-2	\$1,250 (prorated)

4. Unclassified Employee - 2014-15 District Sports

<u>NAME</u>	<u>POSITION TITLE</u>	<u>SALARY RATE</u>
a. Michael Hurteau	Head Coach FOOTBALL	\$5,220

5. Unclassified Employee - 2013-14 Professional Development

<u>NAME</u>	<u>TENURE AREA</u>	<u>PROGRAM</u>	<u>SALARY RATE</u>
a. Janice DeFazio	Elementary	UPK Grant Curriculum Writing	\$31.00 / hr up to 30 hours
b. Dawn Bulmer	Elementary	UPK Grant Curriculum Writing	\$31.00 / hr up to 30 hours
c. Matthew Chapkosky	Social Studies	P-Tech Grant Curriculum Writing	\$31.00 / hr up to 50 hours
d. Nicole MacNeil	Mathematics	P-Tech Grant Curriculum Writing	\$31.00 / hr up to 50 hours
e. Ryan Meikle	School Counselor	P-Tech Grant Curriculum Writing	\$31.00 / hr up to 50 hours
f. William Whitty	Technology	P-Tech Grant Curriculum Writing	\$31.00 / hr up to 50 hours
g. Michael Neumann	Mathematics	P-Tech Grant Curriculum Writing	\$31.00 / hr up to 50 hours
h. Tyrone O'Meally	Social Studies	P-Tech Grant Curriculum Writing	\$31.00 / hr up to 50 hours

6. Unclassified Employee - 2013-14 Spring Musical

<u>NAME</u>	<u>POSITION TITLE</u>	<u>SALARY RATE</u>
a. Rhonda Hermance	Director	\$2,736.00
b. Lori McAllister	Musical Director	\$1,824.00
c. Erin Mack	Vocal Director	\$1,824.00
d. Erin Mack	Accompanist	\$760.00
e. Virginia Madore	Costumes	\$1,368.00
f. Deborah Friedman	Make-Up	\$456.00
g. Charles Mossey	Lighting Design	\$912.00
h. Jason Boemio	Properties	\$608.00
i. Donald Poutre	Set Decoration / Graphic Art	\$1,216.00
j. Donald Poutre	Set Construction / Stage Manager	\$1,824.00
k. Mark Calkins	Sound Design	\$608.00

7. Unclassified Employees - 2013-14 Substitutes

<u>NAME</u>	<u>CERTIFIED</u>	<u>UNCERTIFIED</u>	<u>TEACHING ASST</u>		<u>HOME TUTOR</u>	
	(\$100.00 / day)	(\$90.00 / day)	Certified (\$12.00 / hour)	Uncertified	Certified (\$31.00 / hour)	Uncertified
Heather Brown				X		
Chelsea Colasurdo	X					
Emily Denovio	X					
Tina Dzialo	X					
Matthew Marsh		X				
Martha Massuh		X				
Laura McEaney	X					

B. Staff Matters - Classified (Reviewed by K. Miaski)

**Mr. Schofield made a motion to approve Items 1-5 as a Consent Agenda.**

**Second: Mr. Strang**

**Carried: 8-0**

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 classified personnel actions:

1. Classified Employee - Retirement

<u>NAME</u>	<u>POSITION TITLE</u>	<u>% SERVICE</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
a. John Ryan	Custodian	100%	PS-14	1/30/14

2. Classified Employee - Probationary Appointment

<u>NAME</u>	<u>POSITION</u> <u>TITLE</u>	<u>%</u> <u>SERVICE</u>	<u>ASSIGN</u>	<u>PROB APPT</u> <u>START DATE</u>	<u>PROB APPT</u> <u>END DATE</u>	<u>SALARY</u> <u>RATE</u>
a. Alan Mabee	Sr. Custodian	100%	THS	2/6/14	8/6/14	\$40,718 (prorated) (S-3, Gr 14S)

3. Classified Employee - 2013-14 Substitutes

<u>NAME</u>	<u>CLERK</u> (\$11.00 / hr)	<u>NURSE</u> (\$14.00 / hr)	<u>MONITOR</u> (\$10.00 / hr)	<u>TEACHER AIDE</u> (\$10.00 / hr)	<u>MAINT WORKER</u> (\$11.00 / hr)
Heather Brown	X		X	X	

4. 2013-14 Volunteers

<u>CHS</u>	<u>PS-2</u>
Dorleen Ehrlich	Anna Bruno
Susan Lynde	
Elizabeth Potenza	

5. Create Position

Laborer	11 AM - 7 PM Shift	TMS
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X. SUPERINTENDENT'S RECOMMENDATIONS - PROGRAMS (reviewed by D. Watson)

**Mr. Schofield made a motion to approve Items 1-2 as a Consent Agenda.**

**Second: Mr. Strang**

**Carried: 8-0**

1. Contract - The Research Foundation for SUNY (Addendum I)

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 The Research Foundation for the University of New York for school psychology trainee support program from September 1, 2013 through June 30, 2014 in the amount of \$34,500 to be paid from special education funds.

2. Special Education Placements (Addendum II)

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

XI. SUPERINTENDENT'S RECOMMENDATIONS - BUSINESS FINANCE (reviewed by M. O'Neill)

**Mr. Schofield made a motion to approve Items 1-4 as a Consent Agenda.**

**Second: Mr. Strang**

**Carried: 8-0**

1. Financial Report (Addendum III)

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

December 2013

2. Change Order

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

<u>Vendor</u>	<u>Order Number</u>	<u>Original Amount</u>	<u>Increase</u>
Danair, Inc.	AA-15	\$237,000.00	\$7,133.00

3. Final Payment

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby accepts the following invoice for final payment:

<u>Vendor</u>	<u>Purpose</u>	<u>Amount</u>	<u>Account Designation</u>
Mosaic Associates Architects	THS softball field	\$212.00	2010 Capital Project

4. Donations

BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, hereby accepts the following donations:

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Capital District Community Gardens	field trip - THS	\$91.43
Capital Region Sponsor-A-Scholar	field trip - Siena	\$66.25
Jason Boemio/Music Dept.	Music in the Park transportation	\$375.00

XII. BOARD RESOLUTIONS

**Mr. Schofield read the following resolution added to the agenda.**

**Mr. Schofield made a motion to approve the following resolution.**

**Second: Mr. Strang**

**Carried: 8-0**

Settlement - CSEA Grievance [green sheet]

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 Stipulation of Settlement with respect to the settlement of a grievance filed by CSEA and hereby authorizes the President of the Board of Education to execute the written settlement agreement.

**Mr. Schofield made a motion to approve Items 1-4 as a Consent Agenda.**

**Second: Mr. Strang**

**Carried: 8-0**

1. Agreement - CSEA 2009-2013

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, NY hereby ratifies the agreement between the District and the Rensselaer County Civil Service Employees Association (CSEA), Local 1000, AFSCME, AFL-CIO for the period of July 1, 2009 through June 30, 2013 and authorizes the Superintendent of Schools to execute said agreement.

2. Settlement Agreement - §3020-a Disciplinary Matter

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 the Settlement and Release Agreement between the Enlarged City School District of Troy and the tenured employee identified on confidential schedule "A", settling and dismissing the charges in SED Case No. 23,319 on the terms and conditions set forth therein.

3. Clerk of the Works (amendment to BOE 12-4-13)

WHEREAS, on April 13, 2011, the Board appointed Robert VanAuken as Clerk of the Works, at an annual rate of \$62,400, to provide services to the Enlarged City School District of Troy in connection with the Capital Project involving reconstruction of Troy Middle School and upgrade of the District's athletic fields; and

WHEREAS, the District requires the services of the Clerk of the Works through February 28, 2014 to assist the District with the preparation and completion of the 'punch list' of incomplete and/or corrective work relating to the Capital Project and/or to assist the District with the close-out of the construction contracts relating to the Capital Project; and

WHEREAS, in the event the services of the Clerk of the Works are required beyond February 28, 2014, the District may extend his employment for an additional period not to exceed 30 days at a per diem rate of 1/260<sup>th</sup> of his annual salary.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Enlarged City School District of Troy continue the provisional appointment of Robert VanAuken as Clerk of the Works, at an annual rate of \$62,400, through February 28, 2014, in order to assist the District with 'punch list' and/or close-out activities relating to the Capital Project, with the Clerk of the Works reporting directly to the Superintendent of Schools; and

BE IT FURTHER RESOLVED that such appointment may be extended beyond February 28, 2014 for an additional period not to exceed 30 days, if, in the judgment of the Superintendent of Schools, the services of the Clerk of the Works are required in order to complete said 'punch list' and/or close-out activities, and, in such case, the Clerk of the Works shall be paid at the per diem rate of 1/260<sup>th</sup> of his annual salary.

4. Approval of Policies

(Addendum IV)

BE IT RESOLVED, that the Board of Education of the Enlarged City School District of Troy, NY hereby approves revisions to the following policies:

- 4311.1 Display of the Flag
- 4327 Homebound Instruction
- 4511 Textbook Selection and Adoption
- 4531 Field Trips and Excursions

### XIII. FUTURE MEETINGS

Mrs. Harvin stated she cannot attend the February 26th meeting; she will be attending the P-Tech meeting in Brooklyn.

1. February 26, 2014 at 6 pm (School 18)
2. March 5, 2014 at 7 pm (TMS)



#### **XIV. ADJOURN**

At 7:20 pm Mr. Schofield made a motion to adjourn the meeting. This was seconded by Mr. Strang and carried 8-0.

Respectfully submitted by,

Mary Beth Bruno  
Board Clerk