

Date June 21, 2004 Regular VA Board Room Barbara Mauro
Kind of meeting *Where held* *Presiding Officer*

Members present: Baker, Bertalan, Hudson, Members absent: Weiner
Glendinning, Mathews, Mauro
 Adm: Baughman, Bourgeois, Macan

- I. Mrs. Mauro called the Regular Meeting of the Niskayuna Board of Education to order at 6:33 p.m.
- II. Mr. Baker moved that the Board of Education, upon the recommendation of the Superintendent of Schools, adopt the proposed resolution as amended honoring the following employees:

Call to Order
 Adopt Resolution Honoring Retirees

Whereas, the Niskayuna Central School district fully recognizes the contributions of its employees to the future of its students, the community and nation, the Niskayuna Board of Education resolves that its retiring personnel have played a vital part in these futures and shall receive full appreciation for their dedicated commitment and service:

Name	Years of Service
Diane Basil	20
Lois Bena	16
Thomas Buckley	32 1/2
Virginia Bull	10
Edward Cavallaro	11 1/2
Judy Pasquale	17
Sally Eggers	28
Patricia Goodness	22
John Hladik	20
Marilyn Harvey	24
Laurie Isles	19
Irene Jovell	32
Francoise Koniaris	17
Michael Lephart	32
Kathlene Lyman*	32
Dianne Palmer	28
Susan Perkins	14
R. Ann Proper*	19
T.A. Subramanian	33
Judith Tengeler	20
Deborah Wein*	31
Maggie Wilkinson	23
Mary Elizabeth Shopmyer	10
Christine Lee	6

Certificate of Retirement

After years of faithful service to the Niskayuna District, and to the young people of the community, the board of Education hereby records its sincere appreciation for dedication to professional responsibility.

In public recognition of this service, this citation is presented by unanimous vote of the Niskayuna Board of Education and is recorded in the proceedings of the meeting.

Mr. Hudson seconded. Carried 6-0.

Date: June 21, 2004 Regular
Kind of meeting

III. A public hearing was held on the high school Code of Conduct. High School Principal John Rickert highlighted changes to the document. Discussion was held and suggestions were made by the Board.

Public Hearing
HS Code of
Conduct

IV. The Board of Education was represented by one or more members at the following: D.A.R.E. Graduation; High School, VA and Hillside PTO meetings; Health Advisory Committee; District policy review; District facilities meeting, CAPSBA meeting at BOCES, retirement dinner for Tom Buckley; high school awards ceremony; dinner for Ed Baker at the Glen Sanders Mansion; Prism Concert; Rosendale retirement dinner for their retirees. Mrs. Glendinning served on the committee reviewing essays and selecting a winner for a scholarship; she was also nominated for vice president of CAPSBA.

Board
Report

V. Superintendent Kevin Baughman suggested that the Board meeting on August 2 begin at 5:30 p.m. and the Leadership Team be invited to discuss goals and initiatives. He stated that graduation will be held on Wednesday, June 23, at Proctor's Theater.

Superintendent
Report

Dr. Baughman reported that Communications Specialist Megan Allen is in the process of putting together the school calendar for 2004-05, and it should be mailed out to families by the end of July. He updated the Board on the status of the District Facility Committee and stated that at the July 7 meeting they will discuss enrollment projections. He also reported that the Board is in the process of a policy review.

July 12 will be the reorganization meeting with the regular meeting following.

NYSSBA will be meeting in October in Buffalo and Niskayuna's Bel Canto Singers will perform.

Dr. Baughman gave a final thank you to Board Member Ed Baker after 12 years of service to the district. He said it's been a pleasure to work with him.

VI. Mrs. Glendinning moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the actions recommended in the consent agenda amended as follows: Item IV, F will be tabled until after discussion in executive session.

Consent
Agenda

A. Minutes of the Regular meeting of June 7, 2004.

B. . . . that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the following personnel actions:
*denotes emergency conditional appointment

1. Leave of Absence

Leave of
Absence
Clifford

The leave of absence of Tricia Clifford, teaching assistant at the high school, effective 9/1/04-6/30/05.

2. Instructional Appointments

Instructional
Appointments

Mya Dederick for a three-year probationary appointment in the elementary tenure area, effective September 1, 2004, at an annual salary based on Step B-1-0 of the teachers' salary schedule. Ms. Dederick has provisional NYS certification in Pre K-6 & Earth Science 7-9 ext.

Dederick

*Jamie DeLuca for a three-year probationary appointment in the academic tenure area of English, effective September 1, 2004, at an annual salary based on step M-2.5-31 of the teachers' salary schedule. Ms. DeLuca's certification in English 7-12 is pending.

DeLuca

Date: June 21, 2004

Regular
Kind of meeting

Victoria Greenwood for a three-year probationary appointment in the special subject tenure area of home economics, effective September 1, 2004, at an annual salary based on step M-3.55-45 of the teachers' salary schedule. Ms. Greenwood has permanent certification in Home Economics and Health.

Greenwood

*Peter Reyes for a three-year probationary appointment in the special subject tenure area of physical education, effective September 1, 2004, at an annual salary based on step B-1-0 of the teachers' salary schedule. Mr. Reyes has provisional certification in Physical Education.

Reyes

*Margaret Sherman for a three-year probationary appointment in the academic tenure area of science, effective September 1, 2004, at an annual salary based on step M-2-36 of the teachers' salary schedule. Ms. Sherman has permanent certification in Biology 7-12 and Chemistry & General Science 7-12.

Sherman

*Kimberly Wells for a two-year probationary appointment in the elementary tenure area, effective September 1, 2004, at an annual salary based on step M-9-33 of the teachers' tenure area. Ms. Wells has permanent certification in N,K, & 1-6 and as a Reading Teacher.

Wells

3. Reappointment - Part-time Instructional

Reappointment
Part-time
Instructional

Name	Assignment	% of Time	Certification Status	Salary Step
Andersen, Anita	School Counselor Hillside (.4) Glenclyff (.4)	.8	permanent	M-12.11-66.66
Brown, Joan	Music High School	.5	permanent	M-5.48-30
Frank, Dennis	Social Studies VanAntwerp	.9	permanent	M-7.55-72.36
Grolley, Nicholas	Mathematics High School	.45	provisional	B-1.45-0
Mayer, Carolyn	Music Iroquois	.3	permanent	M-10.25-30
McHerron, Jennifer	Reading Birchwood	.5	permanent	M-7.46-44
Roohan, Marian	Science High School	.5	permanent	M-14.75-44
Schechter, Heather	Social Studies High School	.6	provisional	M-2.45-47
Soron, Constance	Science VanAntwerp	.5	permanent	M-7.45-42
Whitaker, Karleen	School Counselor Rosendale	.4	permanent	M-7.8-60

Andersen

Brown

Frank

Grolley

Mayer

McHerron

Roohan

Schechter

Soron

Whitaker

Date: June 21, 2004

Regular
Kind of meeting

Williams, Susanne	Foreign Language Iroquois	.7	permanent	M-5.1-42
Wolfort, Shannon	Science Iroquois	.5	permanent	M-4.34-42.9

Williams
Wolfort
Summer School

4. Appointment - Summer Program - (*denotes emergency conditional appointment)

Dufort, Amy	Coordinator
Decker, Jennifer	Teacher
Baumgartner, Donna	Teacher
Torre, Jill	Teacher
Zaccaria, Catherine	Teacher
Scharbach, Barbara	Teacher
Neeley, Shaun	Teacher
Marra, Adria	Teacher
Werblin, Carol	Nurse/Clerical
Kelly, Kitty	Speech Therapist
Kahn, Carol	Occupational Therapy Assistant
Tessitore, Donna	Occupational Therapist
Kouzan, Marion	Physical Therapist
Bisio, Toni	Teaching Assistant
Bowman, Adrienne	Teaching Assistant
*Bukharova, Inga	Teaching Assistant
Cramer, Patricia	Teaching Assistant
Cromer, Katelyn	Teaching Assistant
DiNicola, Joan	Teaching Assistant
Han, Sooyun	Teaching Assistant
Hovey, Sandra	Teaching Assistant
Knickerbocker, Margaret	Teaching Assistant
Olsen, SusanBeth	Teaching Assistant
Scheib, Lynn	Teaching Assistant
Stone, Kathryn	Teaching Assistant
Slocum, JoAnn	Clerical Assistant/Elementary Science Program
High School Summer School	
*Anderson, Elizabeth	English
*Carlino, John	Math
*Murray, Peter	Math

Dufort
Decker
Baumgartner
Torre
Zaccaria
Scharbach
Neeley
Marra
Werblin
Kelly
Kahn
Tessitore
Kouzen
Bisio
Bowman
Bukharova
Cramer
Cromer
DiNicola
Han
Hovey
Knickerbocker
Olsen
Scheib
Stone
Slocum
Anderson
Carlino
Murray

5. Noninstructional Appointment

Name	Assignment	Effective Date	Salary
Hammond, Nancy	School Nurse-HS	9/1/04	per agreement

Noninstructional Appointment
Hammond

6. Appointment - Noninstructional - Permanent

Name	Assignment	Effective Date
Gagnon, Cynthia	Executive Sec'y I	7/4/04

Noninstructional Appointment-Permanent
Gagnon

Date: June 21, 2004

Regular
Kind of meeting

6. Appointment of Approved Staff - have received fingerprint clearance from SED

Appointment of Approved Staff

Jillian Kramm for a three-year probationary appointment in the academic tenure area of English, effective September 1, 2004, at an annual salary based on Step M-3-80 of the teachers' salary schedule. Ms. Kramm has provisional NYS certification in English 7-12.

Kramm

Jennifer Malinoski for a three-year probationary appointment in the academic tenure area of mathematics, effective September 1, 2004, at an annual salary based on Step B-1-0 of the teachers' salary schedule. Ms. Malinoski has provisional NYS certification in Mathematics 7-12.

Malinoski

Christine Tylock for a three-year probationary appointment in the academic tenure area of Mathematics, effective September 1, 2004, at an annual salary based on Step M-5-32 of the teachers' salary schedule. Ms. Tylock has provisional NYS certification in Pre K-6 & Mathematics 7-9 ext.

Tylock

Name	Assignment
Allen, Bruce	Replacement Teacher
Andrews, Courtney	Substitute Teacher
Cartright, Constance	Substitute Food Service Helper
Zemeck, Antoinette	ESP

Bruce
Andrews
Cartright
Zemeck

7. Reappointment of Emergency Conditional Staff - have not yet been cleared by SED

Reappointment Of Emergency Conditional Staff

Name	Assignment
DiCaprio, Andrea	Teacher
Kanuck, Ellen	Substitute Teacher
Lohre, Julie	ESP
Morby, Lucinda	Substitute Teacher
Ribeca, Bruno	ESP
Rosenzweig, Madeline	Substitute Teacher
Smith, Brandon	Substitute ESP
Therrien, Karen	Substitute Teacher
Trawick, Margaret	Substitute Teacher

DiCaprio
Kanuck
Lohre
Morby
Ribeca
Rosenzweig
Smith
Therrien
Trawick

8. Noninstructional Resignation

Noninstructional Resignation

Name	Assignment	Effective Date	Years of Service
Barry, Matilda	Instructional Assistant	6/30/04	5 years

Barry

9. Emergency Conditional Appointments to Substitute ESP List, effective 6/22/04
Burchill, Jennifer

Burchill

C. . . . that the Board of Education, upon the recommendation of the Superintendent of Schools, award the 2004-2005 Music Equipment Bid per ASM IV C in part to:

Award Music Equipment Bid

Wenger Corp.	\$5,939.82
Artist Pianos	4,600.00
Lyons Music	2,600.00
Washington Music	1,759.00
Music is Elementary	<u>399.00</u>
	<u>\$15,297.82</u>

(Attachment #1)

Date: June 21, 2004Regular
Kind of meeting

- | | |
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| <p>. . . award the 2004-2005 Remanufactured Toner Cartridge Service Bid to Telestar Corp. for an estimated total of \$10,866.00 per ASM IV C (Attachment #2).</p> | Toner Bid |
| <p>. . . award the 2004-2005 Miscellaneous Automotive & Bus Parts Bid to Schenectady Unit Parts for an estimated annual total of \$19,600.00 per ASM IV, C (Attachment #3)</p> | Auto & Bus Parts Bid |
| <p>. . . adopt a resolution to award the Vehicle & Equipment Lease Bid to CalFirst Government & Education Group on a five (5) year installment purchase contract basis subject to annual appropriation funded in the 2004-2005 budget at an annual lease payment of \$20,927.39 per ASM IV, C. (Attachment #4)</p> | Vehicle & Equipment Lease Bid |
| <p>D. . . that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the continuance of employment of Niskayuna Educational Support Personnel for 2004-2005 in accordance with ASM IV, D. Attachment #5)</p> | Approve Continuance of Employment - ESPs |
| <p>E. . . that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the continuance of employment of members of the Niskayuna Nurses' Association for 2004-2005 in accordance with ASM IV, E. (Attachment #6)</p> | Approve Continuance of Employment - Nurses |
| <p>G . . . that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the adoption of <i>A History of Us</i>, text (Oxford University Press - 2004) for use in 7th and 8th grades. (Attachment #7)</p> | Approve textbook |
| <p>H . . . that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the adoption of <i>A History of World Societies</i>, text (Houghton Mifflin, 2004) for use at the high school. (Attachment #8)</p> | Approve textbook |
| <p>Mr. Baker seconded. Carried 6-0.</p> | |
| <p>VII. Mr. Baker moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the Academic Intervention Services Plan for the time period 2004-2006. Mr. Hudson seconded. Carried 6-0. (Attachment #9)</p> | Approve AIS Plan |
| <p>VIII. Assistant Superintendent for Educational Programs and Instruction Lynn Lisy-Macan updated the Board on the District's Professional Development Plan.</p> | PDP Update |
| <p>IX. Mr. Mathews moved that the Board of Education, upon the recommendation of the Superintendent of Schools, accept and file the Treasurer's Report for the month of April 2004 per ASM VIA. Mr. Baker seconded. Carried 6-0. (Attachment #10)</p> | Accept & File Treasurer's Report |
| <p>X. Mr. Baker moved that the Board of Education, upon the recommendation of the Superintendent of Schools, accept and file the Non-Resident Tuition Rates for 2003-2004 school year. Mr. Hudson seconded. Carried 6-0. (Attachment #11)</p> | Non-Resident Tuition Rates |
| <p>XI. Mr. Baker moved that the Board of Education approve the Superintendent's contract for the time period of July 1, 2004 and terminating on June 30, 2007 at the approved terms and conditions of the Board of Education per attached exhibit (ASM VII, A). Mr. Hudson seconded. Carried 6-0. (Attachment #12)</p> | Approve Supt. Contract |
| <p>XII. Mrs. Glendinning moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the retirement of Robert Kingsley, effective August 31, 2004, with appreciation for 26 1/2 years of service to the district. Mr. Baker seconded. Carried 6-0.</p> | Retirement - Kingsley |

Date: June 21, 2004 Regular
Kind of meeting

- XIII. Mrs. Bertalan moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the retirement of Phillip Urban, effective July 6, 2004, with appreciation for almost 15 years of service to the district. Mr. Baker seconded. Carried 6-0.

Retirement - Urban
- XIV. Mr. Baker moved that the Board of Education, upon the recommendation of the Superintendent of Schools, grant a sabbatical leave to Shelley Baldwin-Nye from July 13 through August 24, 2004 per NAA contract Section 2 IH. Mr. Hudson seconded. Carried 6-0.

Approved Sabbatical Leave
- XV. At 9:50 p.m. Mr. Baker moved that the Board of Education, upon the recommendation of the Superintendent of Schools, convene to Executive Session to discuss CSE, 504 Committee, and CPSE recommendations and personnel matters. Mr. Hudson seconded. Carried 6-0.

Executive Session
- XVI. At 10:44 p.m. the Board reconvened to Public Session.

Public Session
- XVII. Mrs. Bertalan moved that the Board of Education, upon the recommendation of the Superintendent of Schools, authorize the adjustment of the contract salary for the Director of School Facilities for the 2003-2004 and 2004-2005 school years. Mr. Baker seconded. Carried 6-0. (Attachment #13)

Approve Salary Adjustment
- XVIII. Mr. Baker moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approved, as amended, the 2004-2005 previously determined contractual agreements with the following unaffiliated administrative personnel:

Assistant Superintendent for Educational Programs and Instruction – Lynn Lisy-Macan
Assistant Superintendent for Business – Matt Bourgeois
Administrator for Human Resources /Counseling – Frank Tedesco
Supervisor of Buildings and Grounds – Robert Rossi
Transportation Supervisor – Thomas O'Donnell
Food Service Director – Deborah Brennan
Purchasing Agent and District Safety Officer – Robert Panico

Mr. Hudson seconded. Carried 6-0. (Attachment #14)

Approve Contractual Agreements
- XIX. Mrs. Glendinning moved that the Board of Education, upon the recommendation of the Superintendent of Schools, authorize the appropriate district employee(s) to meet with Wendy Dunworth-Rice for the purpose of discussing her possible termination from employment in accordance with Civil Service Law section 71 and in relation to her permanent incapacity from the duties of her position as a bus driver with the Niskayuna Central School District. Mr. Baker seconded. Carried 6-0. (Attachment #15)

Authorize Discussion of Termination
- XX. Mrs. Bertalan moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve and implement the Memorandum of Agreement with the Niskayuna Nurses' Association appended hereto, and to authorize the Superintendent of Schools to execute any and all documents which may be required by law to implement the terms and provisions of the Memorandum of Agreement per ASM ES II C as amended. Mr. Baker seconded. Carried 6-0. (Attachment #16)

Approve MOA with NNA
- XXI. There being no further business, the meeting was adjourned at 10:51 p.m.

Adjourn