

Members present: Buhrmaster, Gordon, Hudson, Oriola, Mauro, Sosnow  
Members absent: Winchester

Administrators Present: Salvaggio, Bourgeois, Shea  
Administrators Absent: \_\_\_\_\_  
Also Attending: R. Grastorf, M. Leon, J. Rickert, B.Salvaggio, E. Jones,  
W. O'Conner, Community Members

**I. Welcome -**

President Sosnow called the Regular Meeting of the Niskayuna Board of Education to order at 7:03 p.m.

Welcome

**II. Reports –**

A. Superintendent Salvaggio reported on the interesting couple of weeks that were the beginning of school. Additional weather issues brought more bridge closings and highlighted the importance of communication with police chief John Lubrant, Fire Chief Dale Lingenfelter and the Schenectady County Manager. Although they were unable to give a lot of notice, all of those parties communicated with our team at Niskayuna to alert us to conditions that would affect our students and staff. Our first full-day of kindergarten found us holding students at Glencliff, Iroquois, and the High School.

Superintendent's Report

We must consider ourselves fortunate when we look at our neighbors in Schoharie and Middleburg. A collection of items came into District Office from our staff, parents, and community, which were delivered to Schoharie. Unlike Schoharie, the Middleburg school lost some of their facility as well, including having no email or phone system. We were able to lend them some stored computer tables as those were among the many items lost in the flooding.

Through all of this, the Superintendent visited Craig school for the first full day of kindergarten and reported that it was a huge success. Positive feedback was received from many in the community.

Special thanks go out to two people. Matt Leon, our new Communications Specialist was an important part of the communication team during the days of delays and bridge closings, getting information on the website right away. Matt Bourgeois also was a large part of the coordination in the system to facilitate communication. The team at Glencliff also deserves special recognition, holding some students until as late as 5:30 on their first full day of kindergarten.

Recognitions

Moving forward, Superintendent Salvaggio will be going to a State Superintendent's meeting in Saratoga Springs from Sunday, September 25 through Tuesday, September 27. Commissioner King will be speaking to APPR, etc. Also, on October 3-4, both Dr. Shea and Superintendent Salvaggio will be going to APPR Training for Lead Evaluators. Accompanying them will be Eva Jones and Bill Wales as Principal and Administrator group representatives.

B. The Board was represented at many district PTO Meetings and Back-to-School Receptions. Several Board members also served on a Grievance Committee and were in attendance at the JCC's Celebration for the opening of Kids Time at Hillside Elementary School .

Board Reports

A couple of issues were brought to Board members' attention during these activities. One concern expressed by parents and students centered around the current issue of Field Trips in the district, pointing to the need for information and clarification. An inquiry arose as to the possibility of parent input in the discussion process. Other concerns raised included the Middle School Health curriculum, gambling in the community, and how a parent would obtain information from surveys taken previously in the district.

Last Wednesday, Mrs. Mauro attended a Friends of Music meeting to discuss organizational issues currently being considered by FOM. She also attended a BOCES Board meeting where Dr. Dedrick spoke about how flooding has affected many districts. Mrs. Mauro noted that State Ed has been instrumental in helping communities by providing answers. Mrs. Sosnow reminded Board Members of an October 3 CAPSBA meeting, with speaker Kathy Ahearn. Commissioner King will speak to CAPSBA on October 12 at Albany High School in the Auditorium from 6:00-7:00 p.m. followed by small group discussion from 7:00 – 8:00 p.m.

**III. Comments from the Community**

There were no comments from the community

Comments from the Community

**IV. Consent Agenda**

Mrs. Gordon moved that the Board of Education, upon recommendation of the Superintendent of Schools, approve the actions recommended in the Consent Agenda of items A- B listed below. Mr. Hudson seconded. Motion carried 6-0.

Consent Agenda

**A. . .Minutes of Regular Meeting of September 7, 2011**

Approve Minutes

. . .approve the following personnel actions:

Routine Personnel

**a. Instructional – Additional Assignment**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Adjustment</u>
Zanotta, Stephanie	SS/HS	9/1/11-TBD	Additional .55

Zanotta

**b. Instructional – Leave of Absence**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Stapleton, Jennifer	Elem/Rosendale	Approx. 12/7/11-6/22/12
Hebert, Catherine	Spec.Ed/Glencliff	Approx. 1/9/12 – 5/11/12
Gernand, Jill	Elem/Rosendale	Approx. 10/20/11 – 6/22/12

Stapleton  
Hebert  
Gernand

**c. Instructional – Re-instated from PEL**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Hours</u>
Etkin, Marisa	TA/VA	9/1/11	5.50/day
Kohler, April	TA/Glencliff	9/1/11	5.50/day
Frank, Susan	TA/Rosendale	9/1/11	5.90/d
Malo, Korynn	S/CA/Trans.	9/19/11	2.00/day

Etkin  
Kohler  
Frank  
Malo

**d. Stipend Position – 2011-2012**

<u>Name</u>	<u>Assignment</u>	<u>Stipend</u>
McManus, Britt	Speech Language Pathologist	\$1500.00

McManus

**e. Instructional –Adjustment**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>FTE Adjustment</u>
Vitetta, Catherine	Physical Therapist	9/1/11	From .60 to .50

Vitetta

**f. Non-Instructional – Appointment – Probationary**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Salary</u>
Newsome, Lisa	CA/Birchwood	9/19/11	NESPA-CA-Step 7

Newsome

**g. Non-Instructional – Appointment**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Salary</u>	
Becker, Gary	School Bus Driver/Sub	9/1/11	\$15.95	Becker

**h. Non-Instructional – Adjustment – S/CA Transportation**

<u>Name</u>	<u>Hrs.</u>	<u>Effective Date</u>	<u>Adjustment</u>	
Dietrich, Gail	.50	9/19/11	Position no longer needed	Dietrich

**i. Appointment of Approved Staff – These staff have received fingerprint clearance from SED**

<u>Name</u>	<u>Assignment</u>	
Angelo, Alan	Substitute TA	Angelo
Astemborski, Kendra	Substitute Teacher	Astemborski
Boniello, Angelo	Substitute Teacher	Boniello
Califano, Amanda	Substitute Teacher	Califano
Crawford, Sharon	Substitute Teacher	Crawford
DiNuzzo, Alicia	Substitute Teacher	DiNuzzo
Dolny, John	Substitute Teacher	Dolny
Fetcho, Sara	Substitute Teacher	Fetcho
Glanzrock, Scott	Substitute Teacher	Glanzrock
Kendall, Sarah	Substitute Teacher	Kendall
Knorr, Daniel	Crew Coach	Knorr
Kusaywa, Kaitlyn	Substitute Teacher	Kusaywa
Landers, Kelly	Substitute Teacher	Landers
LeBarron, Rachael	Substitute Teacher	LeBarron
Meier, Michael	Substitute Teacher	Meier
Morgan-Brandel, Elizabeth	Substitute Teacher	Morgan-Brandel
Ostrander, Kira	Substitute Teacher	Ostrander
Panico, Anita	Substitute Secretary	Panico
Parnett, Kara	Substitute Teacher	Parnett
Prusch, Christine	Substitute Teacher	Prusch
Rakozy, Tonya	Substitute Teacher	Rakozy
Reilly, Michelle	Substitute Teacher	Reilly
Riegel, Mackenzie	Substitute Teacher	Riegel
Robare, Kara	Substitute Teacher	Robare
Severin, O’Neal	Substitute Teacher	Severin
Spratt, Ann	Substitute Teacher	Spratt
Stone, Leana	Substitute Teacher	Stone
Turnbull, Jenna	Substitute Teacher	Turnbull
Ward-King, Sally	Substitute Teacher	Ward-King

**j. Coaches – Crew – Fall 2011**

<u>Level</u>	<u>Coach</u>	<u>Salary</u>	
Boys Modified	Knorr, Daniel	As Per Contract	Knorr

**k. Resignation – Non-Instructional**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	
Bagepalli, Jolanta	FSH/Iroquois	9/19/11	Bagepalli

**V. Instructional**

A. Superintendent Salvaggio reported on the NYS Regents Reform Agenda. There are a couple of items that have particular importance to NCSD -

Regarding the Middle School Review, it is the thinking of Board of Regents that flexibility is imperative in order to move forward. It is important to evaluate options, and possibly integrate some programs. The Board of Regents will not tell us where that flexibility must occur – they are waiting for us to ask questions. Superintendent Salvaggio explained the current less formal process by which we can articulate where we would like to do, as different from the past more formal waiver process.

To the second item, Dr. Shea spoke regarding APPR and Value Added Instruction. Referring to a Teacher Evaluation Roadmap that was distributed at RttT Bootcamp, she outlined that part of the deliverables for 2013-14 will be conducting performance evaluations for teachers. Currently teacher's report cards are linked to all teachers except at elementary level. In terms of state data warehouse, that will hopefully be worked out this year. NY State will provide level score (bands) to us, but we will provide a local measure. Starting next spring K-8 ELA and Math students will be calculated as part of overall teachers effectiveness score. Dr. Shea is working on 3-8 ELA and Math performance summative information. A part of this will be examining how sub groups performed and how can we work on these to make a difference for the future. We have contacted BOCES for additional data, but they are not yet prepared at this time to provide that type of analysis to us.

At the next Board meetings, Jean Winkler (ELA Director 3-8), Eva Jones (ELA Director 9-12), Lauren Gemmill (Principal of Rosendale), and Bill Wales (K-12 Math Director) will present information for this data journey. In order to give the conversation correct context, and as a precursor to the presentation of that information, Matt Leon has identified 5-6 other comparative school districts in terms of wealth index, ELL population, free & reduced lunch population, and Special Ed population. A community group has also evaluated data against one school group, Fayetteville - Manlius. Comparison with several similar districts will allow us to start asking questions about differing results in the data – where we do better, where we not do as well, and what questions we need to be asking. Evaluation is only as good as the data available.

Another area conversation surrounding this, is that NYS has considered increasing requirements for math. A change of this sort may not be a large change for NCSD, but there will be a population of students here, as elsewhere, who will struggle with that.

There are many implications with this reform agenda. When Commissioner King meets with CAPSBA, there will be further opportunity to ask questions. . More information on the Regents Reform Agenda is available on the NYSED website.

**B. Enrollment Update**

“First Friday” figures positively support the planning that took place from last year’s predictions. A total of seven students are being transported to an elementary school other than their own. An increase in Elementary School enrollment was noted. See attached ASM V, B for Complete Table information.

C. Mrs. Mauro moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve Thomas DeLancey for tenure in the area of Science, effective 12/22/2011, conditional upon satisfactory completion of his probationary period per ASM V C. Mr. Hudson seconded. Motion carried 6-0.

D. Mrs. Oriola moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the NHS Business Organization and Management trip to Disney World in Orlando, Florida from March 23 to 25, 2012 per ASM V D. Mrs. Gordon seconded. Discussion included the note that this program. In light of the recent discussion on field trips, is tied to curriculum, has tradition, and satisfies other

**Instructional -**

NYS Regents Reform Agenda

Enrollment Update – “First Friday” Figures

Teacher Tenure – Thomas Delancey

School Sponsored Student Trip – Business to Disney

criteria used in last couple of months to determine potential eligibility of field trips. Motion carried 6-0.

The Field Trip Committee will continue the dialogue with Leadership Council. Although the main focus is getting through the current year, it is possible that more stringent parameters will exist for next year. Continued discussion centers around the need to know true cost in both dollars and instructional time. i.e. There is no money for field trip sub teacher costs this year. . We are letting people know that they need to factor in cost of sub teacher.

A second concern is the amount of instructional time lost, not only for kids on trips, but for kids that stay behind. The regular teacher of staff member that is gone is not available to kids who are not on the trips. Another item this may suggest need review is the process by which chaperones are decided. There is a tradition that teachers from other disciplines may accompany trips chaperones. The cost of that must be factored in. The possibility of including more parents needs to be discussed. Another large question is "Who pays"? How is cost of sub teachers paid for. No one is anxious to have costs put on parents, but that may be a consideration for optional trips moving forward. For some longer trips, we also need to pay special attention to time kids are missing from school. Can this be reduced?

Looking at elementary, middle school, high school recommendations, the length, and number of trips, we are searching for guidelines that we can adopt as a district so to achieve equitability across levels and schools. There is no attempt to eliminate field trips, but to examine what has been done, and consider carefully how we can continue to do those things that are most important within the current economic climate. Superintendent Salvaggio noted that this is a "work in progress". Discussion is occurring on many levels – through the Field Trip Committee, Leadership Council, in PTO council agenda for September, and others.

Several points and questions were raised:

- o Going forward, when do educational needs and benefits take us beyond the four walls of our classroom?
- o Connotation of a field trip is that of a "break". It must tie into curriculum.
- o Consider small adjustments that does not eliminate a trip
- o Can trips be integrated by staff?
- o Much discussion about increased use of parent chaperones

Next steps:

- o Leadership Council will review, discuss, and make suggestions based on documentation of past field trips.
- o Take suggestions to PTO Council and discuss the role that they play in field trips.
- o Protocols will be brought to Board, not as policy, but as parameters.

#### E. NCAA Clearinghouse for Athletic Eligibility –

There are some courses offered at our high school for which NCAA Clearinghouse does not offer credit to satisfy minimum requirements for eligibility to compete in Division I and Division II competition in the first year of college (I.e. Business courses) . Although NCAA recognizes the vast majority of core courses offered here, there are instances when a student has changed his or her schedule for the express purpose of enrolling in a course recognized by NCAA. Working with John Rickert at the high school, there are six strategies in communication that have been identified to be sure that our parents and athletes are aware of this, so that kids and parents can work with counselors to be sure that student athletes can take the appropriate courses to get the credit in order to compete in college. The largest issue at this time is communication, as we continue to work through the issues of course approval with NCAA. It was suggested that, if necessary, we enlist the help of State Education or the commissioner to further inform NCAA of the rigor of regents level work. Our directors are currently reaching out to others in our area who have managed to get approvals for courses similar to those

Field Trip Discussion  
(continued)

NCAA Clearinghouse  
Eligibility

taught at Niskayuna, but not yet approved through NCAA. We will resubmit scope and sequence in line with other suburban council schools. We need to focus on critical courses, and come back to this topic. Approximate time for a determination on resubmission of a course is four weeks.

**VI. Business**

Business

**A. Treasurer's Report**

Treasurer's Report –  
June 2011

Mrs. Mauro moved that the Board of Education upon the recommendatin of the Superintendent of Schools, authorize the Superintendent to accept and file the Treasurer's Report for the month of June 2011 as per ASM VI A (attached). Mr. Buhrmaster seconded. Motion carried 6-0.

- B. Mrs. Gordon moved that the Board of Education upon the recommendation of the Superintendent of Schools, authorize the Superintendent to approve the transfer of funds for the month of June 2011 as per ASM VI B (attached). Mrs. Oriola seconded. Mr. Bourgeois explained that this was a standard transfer and included some maintenance items like improvements to the pool. Motion carried 6-0.**

Transfer of Funds –  
June 2011

**VII. Personnel**

Personnel

There were no Personnel Items.

**VIII. General**

**IX. Other**

New York State School Boards Association Resolutions - The Board will discuss proposed resolutions for the upcoming NYSSBA Conference in Buffalo, NY in October at the next Board Meeting.

NYSSBA Resolutions

**X. Executive Session**

Executive Session

Mr. Hudson moved that the Board of Education, upon the recommendation of the Superintendent of Schools, convene to Executive Session to discuss student matters made confidential by federal law, specific personnel matters, and specific legal matters. DG seconded. Motion carried 6-0.

The Board reconvened to Public Session at 10:41 p.m.

**XI. Authorization of the Recommendations from Executive Session and agreed upon amendments**

Authorization of  
Recommendations  
from Executive  
Session –  
CSE, CPSE

**A. Mr. Hudson moved that the Board of Education, upon the recommendation of the Superintendent of Schools authorize recommendations of the CSE and CPSE Committees. Mr. Buhrmaster seconded. Motion carried 6-0.**

**B. Mr. Hudson moved that the Board of Education, upon recommendation of the Board of Education subcommittee, deny the grievance contesting the appointment of the Birchwood custodian. Mrs. Gordon seconded. Motion carried 6-0.**

Denial of Grievance

**XII. Adjournment**

Adjournment

There being no further business, Mrs. Mauro moved to adjourn the meeting at 10:43 p.m. Mr. Hudson seconded. Motion carried 6-0.