

Members present: Buhrmaster, Gordon, Hudson, Oriola, Mauro, Sosnow, Winchester
Members absent None

Administrators Present: Salvaggio, Bourgeois, Shea, Grastorf

Administrators Absent: _____

Also Attending M. Leon, J. Rickert, Jesepe, Salisbury, Krusher, Family and Community Members

I. Welcome -

President Sosnow called the Regular Meeting of the Niskayuna Board of Education to order at 7:01 p.m.

Welcome

II. Reports

A. Students First Presentation – Iroquois Middle School

Student from Iroquois Middle School displayed and discussed Native American artifacts.

Students First – Iroquois Middle School

B. The Superintendent reported on:

- School Motto Disce, Cogita, Quaere, Inspira will be Displayed in High School Entryway.
- Tax Levy Threshold – “Tax Cap”

Superintendent's Report

C. High School Art Teacher Steve Honciki was recognized for winning several categories of the 2011 American Art Awards.

D. Board of Education and Committee Reports

The Board was represented at the Health Advisory Committee meeting, the CAPSBA Meeting at which Commissioner King spoke, Back to School Night at the High School, High School College Night, Boosters Club Meeting, Girl's Soccer game, the Art Show Reception, Friends of Music meeting and Hillside, Rosendale, Craig, Iroquois and High School PTO meetings.

Board Reports

Lonnie Wilson has been named Health Education Teacher of the Year for New York State.

President Sosnow noted that the next CAPSBA meeting will be held on November 9 and the topic will be Shared Services. Mrs. Mauro and Mrs. Sosnow held the first Board Policy meeting of the year to discuss specific policies to be tackled this year, including field trips and residency policy.

III. Comments from the Community

A parent spoke regarding student placement in third grade math groups, specifically speaking to the criteria of placement.
A community member spoke regarding the student performance data of Niskayuna compared to other schools in area citing information currently available on the website.

Comments from the Community

IV. Consent Agenda

Mr. Winchester moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the actions recommended in the consent agenda of the items listed in items A-B of ASM IV. Mrs. Gordon seconded. Motion carried 7-0.

- A. . . . approve the Minutes of Regular Board Meeting of October 4, 2011
- B. . . . approve the following personnel actions:

a. **Instructional – Part-Time**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>FTE</u>	<u>Salary</u>
Teats, Ross	PE/Birchwood	9/7/11-6/30/12	.2	BA-1

b. **Instructional – Replacement**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>FTE</u>	<u>Salary</u>
Shanahan, Jennifer	Elem/Rosendale	approx. 12/1/11-6/30/12	1.0	MA-3

c. **Instructional – Adjustment**

<u>Name</u>	<u>Assignment</u>	<u>Adjustment</u>
Purcell, Sarah	Elem/Glencliff	Effective ending date from 12/16/11 to 6/22/12

d. **Club Advisors – High School 2011-2012**

<u>Name</u>	<u>Assignment</u>	<u>Tier/Salary as per contract</u>
Horner, Casey	Caring Hands	Pilot Program
DeCesare, Carl	Mass Media TV Studio	Pilot Program
O'Connor, Brian	Mass Media TV Studio	Pilot Program
Petrillose, Matthew	Culinary Club	Pilot Program
Warren, Peter	Art Pod	Pilot Program
Baird, Heather	HS Musical Director	\$2,702
Suda, Joan	HS Musical Producer	\$1,532

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

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Salary</u>
Ober, Pamela	CA/Records Rm.	10/11/11	NESPA-CA-Step 7

f. **Non-Instructional – Appointment – Part-Time Bus Driver**

<u>Name</u>	<u>Hrs.</u>	<u>Salary</u>	<u>Effective Date</u>
Scott, Diana	4 hrs/day	\$16.76	10/10/11
Congdon, Leonard	4.25 hrs/day	\$16.76	10/19/11
Trigler, Chas	2.00	\$16.76	10/10/11

g. **Non-Instructional – Adjustments – Out of Title Work (additional pay)**

<u>Name</u>	<u>Assignment</u>	<u>Adjustment</u>	<u>Effective Date</u>	<u>Salary</u>
Bennett, Eric	Custodian/HS	Sr. Cust/3 rd shift/HS	5/2-6/3/11 (25 days)	\$17.54/day

Consent Agenda -

Minutes

Personnel Actions

Teats

Shanahan

Purcell

Horner
DeCesare
O'Connor
Petrillose
Warren
Baird
Suda

Ober

Scott
Congdon
Trigler

Bennett

h. Non-Instructional - Adjustments – Transportation

<u>Name</u>	<u>Adjustment</u>	<u>Effective Date</u>	
Jurewicz, Timothy	From 7.25 to 8.00	10/3/11	Jurewicz
Kostoss, Sara	From 7.25 to 7.50	10/3/11	Kostoss
McCormack, Lyn	From 5.75 to 6.00	10/3/11	McCormack
Ackerley, Faith	From 2.25 to 2.50	10/3/11	Ackerley
Bush, Frank	From 5.00 to 5.25	10/3/11	Bush
Busse, Paul	From 2.00 to 5.00	10/5/11	Busse
Cook, Katherine	From 5.50 to 5.75	10/3/11	Cook
DeMartino, Salvatore	From 5.75 to 6.00	10/3/11	DeMartino
Dickinson, Al	From 5.00 to 5.25	10/3/11	Dickinson
Hill, Robert	From 4.25 to 4.75	10/3/11	Hill
Kelly, John	From 4.50 to 4.75	10/3/11	Kelly
Kownack, Mary	From 4.50 to 4.75	10/3/11	Kownack
Mansfield, Theodora	From 4.25 to 4.75	10/3/11	Mansfield
McNulty, Diane	From 5.00 to 5.25	10/3/11	McNulty
Miorin, William	From 5.00 to 5.25	10/3/11	Miorin
Muller, Fredrik	From 5.00 to 5.25	10/3/11	Muller
Nadeau, Yvette	From 5.75 to 6.00	10/3/11	Nadeau
Narain, Mookesh	From 4.50 to 5.00	10/3/11	Narain
Owens, David	From 4.25 to 4.75	10/13/11	Owens
Ragucci, Nicholas	From 4.75 to 4.00	10/10/11	Ragucci
Selke, Deb	From 4.50 to 4.75	10/3/11	Selke
Derkowski, Bonnie	From 4.00 to 4.75	10/3/11	Derkowski
Grant, Georgia	From 5.00 to 5.25	10/3/11	Grant
Martin, Lorraine	From 5.25 to 5.50	10/3/11	Martin
Paniccia, Sandra	From 5.25 to 5.50	10/3/11	Paniccia
Rodriguez, Nellie	From 4.00 to 4.25	10/3/11	Rodriguez
Williams, Alisha	From 4.00 to 4.50	10/3/11	Williams

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

<u>Name</u>	<u>Assignment</u>	
Ashworth, Lisa	Substitute Teacher	Ashworth
Attanasio, Cassandra	Substitute Teacher	Attanasio
Baird, Heather	HS Musical Director	Baird
Berghammer, Sarah	Substitute Teacher	Berghammer
Booth, John	Substitute Teacher	Booth
Brzezinski, Linda	Substitute CA, S/CA, FSH	Brzezinski
Brimhall, Michelle	Substitute Teacher	Brimhall
Butterfield, Joanna	Substitute Teacher	Butterfield
Caesar, Emily	Substitute Teacher	Caesar
Campbell, Lindsey	Substitute Teacher	Campbell
Cancelliere, Katharine	Substitute Teacher	Cancelliere
Canestrari, Jill	Food Service	Canestrari
Cannavo, Rosa	Substitute Teacher	Cannavo
Casey, Jennifer	Substitute Teacher	Casey
Chandrasekar, Padmapriya	Substitute FSH	Chandrasekar
Danchetz, Brian	Substitute Teacher	Danchetz
Daviero, Melissa	Substitute Teacher	Daviero
DiGiuseppe, Dominique	Substitute Teacher	DiGiuseppe
Dodge, Cindy	Substitute Teacher	Dodge
Dodge, Deborah	Substitute Teacher	Dodge
Enous, Aaron	Substitute Teacher	Enous
Ewing, Sarah	Substitute Teacher	Ewing
Fesel, Joseph	Substitute Teacher	Fesel

Feuerstein, Hope	Substitute CA/Secretary	Feuerstein
Flower, Margaret	Substitute Teacher	Flower
Frankel, Karen	Substitute Teacher	Frankel
Generali, Nicholas	Substitute Teacher	Generali
Goldfarb, Jacqueline	Substitute Teacher	Goldfarb
Hall, Ashley	Substitute Teacher	Hall
Hennessy, Amanda	Substitute Teacher	Hennessy
Herskovitz, Helene	Substitute Teacher	Herskovitz
Jordan, Lindsay	Substitute Teacher	Jordan
Kaiser, Stephanie	Substitute Teacher	Kaiser
Karn, Christina	Substitute Teacher	Karn
Kaye, Jeff	Substitute Teacher	Kaye
Key, Joshua	Substitute Teacher	Key
Kimball, Ashley	Substitute Teacher	Kimball
Kruzinski, Marissa	Substitute Teacher	Kruzinski
LaFleche, Marc	Substitute Teacher	LaFleche
Lamendola, Jessica	Substitute Teacher	Lamendola
Lea, Jeanine	Substitute Teacher	Lea
Layman, David	Substitute Teacher	Layman
Lewandowski, Alayna	Substitute Teacher	Lewandowski
Mackesey, Heather	Substitute Teacher	Mackesey
Male, Melissa	Substitute Teacher	Male
Maloney, Lisa	Substitute Teacher	Maloney
McCarthy, Kathlyn	Substitute Teacher	McCarthy
Merrow, Gudrun	Substitute Teacher	Merrow
Mitchell, Alyssa	Substitute Teacher	Mitchell
Moore, Kristine	Substitute Teacher	Moore
Mullen, Kelly	Substitute Teacher	Mullen
Muscedere, Michelle	Substitute Teacher	Muscedere
O'Connor, Anthony	Substitute Teacher	O'Connor
Panariello, Deborah	Substitute Teacher	Panariello
Pelletier, John	Substitute Teacher	Pelletier
Poole, Erin	Substitute Teacher	Poole
Randall, Ryan	Substitute Teacher	Randall
Rautemann, Marybeth	Substitute Teacher	Rautemann
Razzano, Gregory	Substitute Teacher	Razzano
Robare, Kara	Substitute Teacher	Robare
Rubin, Amy	Substitute Teacher	Rubin
Rzeszotarski, Jessica	Substitute Teacher	Rzeszotarski
Scanlan, Christopher	Substitute Teacher	Scanlan
Scheiber, David	Substitute Teacher	Scheiber
Schweigert, Lacie	Substitute Teacher	Schweigert
Smith, Alyssa	Substitute Teacher	Smith
Spaziani, Bryony	Substitute Teacher	Spaziani
Steele, Kimberly	Substitute Teacher	Steele
Tario, Jonathan	Substitute Teacher	Tario
Thorpe, Jennifer	Substitute Teacher	Thorpe
Turshen, Jenette	Substitute Teacher	Turshen
Walsh, John	Substitute Teacher	Walsh
Wasserman, Mark	Substitute Teacher	Wasserman
Welch, Kathryn	Substitute Teacher	Welch
Wilde, Cindy	Substitute CA/FSH	Wilde
Wiszowaty, Toni	Substitute Teacher	Wiszowaty
Wos, Marguerite	Substitute Teacher	Wos
Zonca, Stephanie	Substitute Teacher	Zonca

j. Lifeguard Appointment

<u>Name</u>	<u>Effective Date</u>	<u>Salary</u>
O'Brien, Halle	10/19/2011	\$11.00/hour
Trigger, Matthew	10/19/2011	\$11.00/hour
Valenza, Zachary	10/19/2011	\$11.00/hour

O'Brien
Trigger
Valenza

V. Instruction

Instruction –

A. ELA and Math 6-8 Data Review

ELA and Math 6-8
Data Review

Dr. Deb Shea introduced Student Performance Data for Middle School ELA and Math. Jean Winkler, Director of K-8 ELA and Bill Wales, Director of K-12 Mathematics presented the review. Complete information is available on the Niskayuna District website.

- B. Mrs. Gordon moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the adoption of *The Choices Program: History and Current Issues for the Classroom*, published by Brown University - Watson Institute for International Studies, copyright 2011 (complete series in PDF suitable for copying) per ASM V B. Mr. Hudson seconded. Motion carried 7-0.

Textbook Approval –
The Choices Program: History and Current Issues for the Classroom

VI. Business

Business –

A. Tax Levy Threshold

Tax Levy Threshold

Superintendent Salvaggio and Mr. Bourgeois presented information on what is commonly being called the "Tax Cap". Tax Levy Threshold is a calculated formula that will create different tax levy thresholds in each district in New York State. Please see the website for additional information.

- B. Mr. Bourgeois discussed the detail of the Four-Year Long Range Financial Plan Projection

Four-Year Long Range
Financial Plan

- C. The Board of Education Reviewed and Discussed the Proposed 2012-13 School Budget Timeline (attached). Superintendent Salvaggio suggested planning forums, prior to already scheduled Board Meetings to address specific focus topics, possibly starting as early as December.

Proposed 2012-13
School Budget
Timeline

VII. Personnel

- A. Mrs. Mauro moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the Memorandum of Agreement to amend contract language to Appendix D (see attached) dated September 1, 2011 with the Niskayuna Teachers Association as per ASM VII-A. Mr. Winchester seconded. Motion carried 7-0.

Memorandum of
Agreement to NTA
Appendix D

<p>B. Approval of Tenure for Teaching Assistant</p> <p>Mrs. Oriola moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve Teaching Assistant Gia Nealon for tenure, effective 1/27/12 per ASM VII B. Mrs. Gordon seconded. Motion carried 7-0.</p>	<p>Tenure for Teaching Assistant</p> <p>Nealon</p>
<p>VIII. General</p>	
<p>IX. Other</p>	
<p>X. Executive Session</p> <p>Mr. Winchester moved to convene to Executive Session to discuss student matters made confidential by federal law at 9:40 p.m. Mrs. Gordon seconded. Motion carried 7-0.</p> <p>(Return to Public Session)</p>	<p>Executive Session</p>
<p>XI. Authorization of the Recommendations from Executive Session</p> <p>A. Mr. Winchester moved that the Board of Education approve the recommendations from Executive session from the CSE and CPSE committees and agreed upon amendments. Mr. Hudson seconded. Motion carried 7-0.</p> <p>B. Informational Item – The District will review language regarding motion for Executive Session.</p>	<p>Authorization of Recommendations from Executive Session</p> <p>CSE, CPSE</p>
<p>XII. There being no further business, Mr. Winchester moved to adjourn the meeting at 10:59 p.m. Motion carried 7-0.</p>	<p>Adjournment</p>

DRAFT

NISKAYUNA SCHOOL DISTRICT BUDGET CALENDAR
2012-2013 BUDGET

October	10/18/11	Tuesday	Regular Board Meeting – 7 pm <u>Budget Development</u> Review and Discussion of Tax Levy Threshold Review and Discussion on Long Range Financial Projection 2012-13 Budget Development Timeline
November	11/1/11	Tuesday	Regular Board Meeting - 7 pm <u>Budget Development</u> Review Program Requirements Discuss Possibility of Budget Survey
	11/15/11	Tuesday	Regular Board Meeting – 7 pm <u>Budget Development</u> Discuss Program Offerings Budget Packets to Principals, Directors, and Supervisors
	11/16/11	Wednesday	Leadership Council Meeting – 1 pm <u>Budget Development</u> Review Four Year Projection with Leadership Council Review Program Requirements Review Budget Packet Information with Principals and Directors at Leadership Meeting Including: - Instructional & Non-Instructional Staffing by Building and by Department - Enrollment Projections - Textbook Allocations - Field Trip Allocations - Equipment Request Forms (Items over \$1,000) - Materials and Supplies Allocation - District Position Regarding Parent Charges for Supplies
December	12/6/11	Tuesday	Regular Board Meeting - 7 pm <u>Budget Development</u> Discuss Budget Considerations/Challenges
	12/14/11	Wednesday	Leadership Council Meeting 1 pm <u>Budget Development</u> Discuss Budget Survey Content Questions

December	12/20/11	Tuesday	Regular Board Meeting – 7 pm <u>Budget Development</u> Discussion of Budget Priorities Budgets due from Principals, Directors and Supervisors
January	1/3 – 1/21/12		Budget Reviews with Principals, Directors and Supervisors
	1/6 – 1/22/12		Survey Available on Website
	1/10/12	Tuesday	Regular Board Meeting – 7 pm <u>Budget Development</u> Distribute Budget Binders with Baseline Budget and Prior Year’s Information
	1/18/12	Wednesday	Leadership Council Meeting – 1 pm <u>Budget Development</u> Budget Discussion and Compilation of Budget Reductions
	1/23 – 2/3/12		Analyze and Aggregate Survey Results
	1/24/12	Tuesday	Regular Board Meeting – 7 pm Budget Discussions
February	2/7/12	Tuesday	Regular Board Meeting – 7 pm <u>Budget Development</u> Review of Baseline Budget Review Governor’s State Aid Proposal (if available) Discuss Survey Results Develop Budget Reduction Items for Discussion
	2/14/12	Tuesday	High School Meeting on Course Enrollment and Staffing
	2/15/12	Wednesday	Leadership Council Meeting – 1 pm <u>Budget Development</u> Discuss Budget Survey Results

February	2/28/12	Tuesday	Regular Board Meeting – 7 pm <u>Budget Development</u> Continue Survey Results Discussion Budget Discussions
March	3/6/12	Tuesday	Regular Board Meeting – 7 pm <u>Budget Development</u> Review of Potential Tier 1 Budget Reductions Board Adopts Resolution to Hold Annual Meeting Vote and Election Nominating Petitions Made Available in District Office
	3/13/12	Tuesday	Regular Board Meeting – 7 pm <u>Budget Development</u> Review of Potential Tier 2 Budget Reductions, Projected Staffing Allocations, Projected Revenues
	3/14/12	Wednesday	Leadership Council Meeting – 1 pm <u>Budget Development</u> Prioritize Possible Reductions
	3/20/12	Tuesday	Regular Board Meeting – 7 pm <u>Budget Development</u> Presentation of 2012-2013 Recommended Budget, Review of Contingency Budget, Areas Impacted by Budget Including Reductions and Tax Rate Projections Review of Potential Tier 3 Budget Reductions
	3/27/12	Tuesday	Regular Board Meeting – 7 pm <u>Budget Development</u> Budget Deliberation and Possible Adoption of Budget
April	4/3/12	Tuesday	Regular Board Meeting – 7 pm <u>Budget Development</u> Budget Deliberation and Adoption of Budget (if necessary)
	4/6 – 4/13/12		Spring Vacation

April	4/16/12	Monday	Deadline for Nominating Petitions and Filing of Propositions
	4/17/12	Tuesday	Regular Board Meeting – 7 pm Budget Follow-up Discussion
	4/18/12	Wednesday	Leadership Council Meeting – 1 pm <u>Budget Development</u> Review Adopted Budget
	4/23/12	Monday	Special Board Meeting and BOCES Annual Vote
	4/23 – 4/27/12		Mail Budget Newsletter, “Your Schools,” to Residents
May	5/1/12	Tuesday	Public Budget Hearing and Regular Board Meeting – 7 pm <u>Budget Development</u> Presentation of 3-Part Budget
	5/15/12	Tuesday	Annual Budget Vote and Board of Education Election 7am-9pm
	5/22/12	Tuesday	Regular Board Meeting – 7 pm <u>Post Budget Planning as Needed</u>

To: Donna Baumgartner, President of NTA
Bryce Colby, First Vice President, NTA
Sean O'Connell, Negotiator, NTA

From: Susan K. Salvaggio, Superintendent of Schools

RE: Memorandum of Agreement to amend contract language to Appendix D, Teacher Evaluation and Annual Professional Performance Review

Date: September 1, 2011

The New York State Legislature in 2010 adopted a new law (Education law 3012-c) providing for changes in how school districts will evaluate teachers. Effective September 1, 2011 school districts must adopt the new APPR plans for its teachers in the subjects of English Language Arts and Mathematics for students in grades 4-8, however it is the desire of the NTA and the District to include all teachers. The Assistant Superintendent for Instruction, Dr. Deborah Shea, district administrators and representatives of the NTA met as the District APPR Committee to revise and edit evaluation documents and procedures which will align with the new requirements. The work of the APPR Committee constitutes negotiations between the District and the NTA. The work of this committee will be on-going.

MEMORANDUM OF AGREEMENT

1. Appendix D of the collective bargaining agreement is the APPR between the Niskayuna Central School District (hereinafter, the "District") and the Niskayuna Teacher's Association (hereinafter, the "NTA"), effective September 1, 2011.
2. The District and the NTA hereby agree to modify the APPR in compliance with Education Law 3012-c.
3. The NTA will notify the district when the document is approved by NTA Executive Committee.
4. The Board of Education will then consider and act on approval of the MOA.
5. The committee chaired by Dr. Shea will reconvene during July and August 2012 or sooner if required by law to review the APPR document and recommend changes. The changes will undergo the same approval process as outlined in steps #3 & #4.

The parties consent to this agreement as indicated by their signatures below.

NISKAYUNA TEACHERS ASSOCIATION

By: Sean O'Connell

Date: 9/1/11

SUPERINTENDENT OF SCHOOLS

By: Susan Kay Salvaggio

Date: 9/1/11