

Members present: Buhrmaster, Gordon, Hudson, Oriola, Mauro (6:50 p.m.), Sosnow, Winchester
 Members absent _____

Administrators Present: Salvaggio, Bourgeois (7:00 p.m.), Grastorf
 Administrators Absent: Shea
 Also Attending M. Leon, Faculty and Community Members

I. Welcome -

President Oriola called the Regular Meeting of the Niskayuna Board of Education to order at 6:37 p.m.

The evening began with the Recognition of the 2013 National Merit Semi-Finalists by John Rickert, high school principal. The students recognized were James Chalmerkraivuth, Swati Mehrotra, Elizabeth Parizh, Bridget Schreiner, Alison Xu. 16,000 students nationally were awarded this honor.

Welcome

National Merit Semi-Finalist Recognition

II. Reports

A. President Oriola welcomed Rosendale Student's First who demonstrated "Raz Kids", a web-based reading program

The meeting moved to the Board of Ed Conference Room.

B. The Superintendent Reported on

- Article on middle school configuration
- Enrollment. She discussed how enrollment is calculated. A census is planned as the district has not done one in approximately 8 years. As we look at the possibility of closing a middle school, it is not because of drastically declining enrollment
- Attended Math Night Presentation at Hillside Elementary School
- Visited Iroquois and High School Classrooms
- Has worked with process to establish Principal APPR
- Memorandum of Agreement with NTA on APPR
- Monthly meeting with Niskayuna Administrators Association
- Planned Visits to K-6 model schools

C. The Board was represented at the PTO Council Meeting, High School PTO Meeting, Community Foundation Awards Night, NCAP meeting, NYSSBA Event, Schenectady County Critical Health Issues meeting, CAPSBA Meeting which included a panel of superintendents discussing shared services, Art Show at the high school, as a Guest Poetry reader, Hoopla Event Benefit, Cross Country Banquet, Booster Club, and the Field Hockey Semi-Finals. In upcoming news, the Audit Committee will meet Friday Morning at 8:15.

Reports -

Rosendale Students First

Superintendent's Report

Board of Education and Committee Reports

III. Consent Agenda

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

A. . . .approve Minutes of Board Meetings of November 13 and 27, 2012

Consent Agenda

Minutes

B. . . .approve the following personnel actions per ASM III-B:

Routine Personnel

a. Non-Instructional – Appointment – Probationary

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>FTE</u>	<u>Salary</u>
Staulters, Terri	SCA/Trans	11/12/12	6.25 hrs/wk	\$12.31/hr
Pangburn, Kim	SCA/Trans	11/19/12	7.50 hrs/wk	\$13.08/hr

Staulters
Pangburn

b. Non-Instructional – Appointment

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Salary</u>
Minkiewicz, Cynthia	SBD- Sub/Trans	11/19/12	\$15.95/hr
Cutter, Taylor	Bus Aide-Sub/Trans	11/26/12	\$ 9.25/hr
Hill, Savannah	Bus Aide-Sub/Trans	11/26/12	\$ 9.25/hr

Minkiewicz
Cutter
Hill

c. Non-Instructional – Adjustment- Transportation

<u>Name</u>	<u>Adjustment</u>	<u>Effective Date</u>
Balcolm, Terry	from 5.25 to 5.75 hrs/day	10/29/12
Martin, Richard	from 5.25 to 5.75 hrs/day	10/29/12
Degener, Diane	from 4.50 to 5.50 hrs/day	10/29/12

Balcolm
Martin
Degener

d. Coaches – Winter 2012-13

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>
Benton, Michelle	Girls Freshmen Basketball	\$4,000.00
Derenzo, Anthony	Boys JV Basketball	Per NTA contract
Reilly, John	Indoor Track	Volunteer
Oden, Richard	Indoor Track	Volunteer

Benton
Derenzo
Reilly
Oden

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

<u>Name</u>	<u>Assignment</u>
Ballard, Rhonda	Substitute Teacher
Blumkin, Timothy	Substitute Teacher
Bombard, Michele	Substitute Teacher
Campos, Stephanie	Substitute Teacher
Clements, Dominick	Substitute Teacher
Darling, Richard	Substitute Teacher
DeJong, Marnie	Substitute Teacher
Doemel, Michael	Substitute Teacher
Gaeta, Adrianna	Substitute Teacher
Gansfuss, Kathleen	Substitute Teacher
Garnsey, Peter	Substitute Teacher
Giangreco, Kristina	Substitute Teacher
Godlewski, Maureen	Substitute Teacher
Granai-Martin, Judith	Substitute Teacher
Griesemer, Lindsey	Substitute Teacher
Hannan, John	Substitute Teacher
Hartnett, Heather	Substitute Teacher
Hegney, Ann	Substitute Teacher
Hernandez-Rojas, Petrita	Substitute Teacher
Hoffman, Ashley	Substitute Teacher
Horelick, Marcia	Substitute Teacher
Hussain, Robina	Substitute Teacher
Iannitti, Evan	Substitute Teacher
Jackson, Angela	Substitute Teacher
Johnson, Heather	Substitute Teacher
Kaszuba, Melissa	Substitute Teacher

Ballard
Blumkin
Bombard
Campos
Clements
Darling
DeJong
Doemel
Gaeta
Gansfuss
Garnsey
Giangreco
Godlewski
Granai-Martin
Griesemer
Hannan
Hartnett
Hegney
Hernandez-Rojas
Hoffman
Horelick
Hussain
Iannitti
Jackson
Johnson
Kaszuba

Klopott, Amanda	Substitute Teacher	Klopott
Kryzak, Jennifer	Substitute Teacher	Kryzak
Lea, Jeanine	Substitute Teacher	Lea
Lecce, Dominick	Substitute Teacher	Lecce
Lewandowski, Alayna	Substitute Teacher	Lewandowski
Lindy, Nicole	Substitute Teacher	Lindy
Lloyd, Tiereney	Substitute Teacher	Lloyd
Maloney, Lisa	Substitute Teacher	Maloney
Manington, Colleen	Substitute Teacher	Manington
Miccuci, Alyssa	Substitute Teacher	Miccuci
Moehle, Jessica	Substitute Teacher	Moehle
Nemir-Reed, Diane	Substitute Teacher	Nemir-Reed
Nevins, Rachel	Substitute Teacher	Nevins
Nichols, Timothy	Substitute Teacher	Nichols
Pafumi, George	Substitute Teacher	Pafumi
Pagano, Michelle	Substitute Teacher	Pagano
Palanza, Michael	Substitute Teacher	Palanza
Patton, Angela	Substitute Teacher	Patton
Peplowski, Anne	Substitute Teacher	Peplowski
Person, George	Substitute Teacher	Person
Pounds, Laquita	Substitute Teacher	Pounds
Quinn, Carolyn	Substitute Teacher	Quinn
Ramcharan, Budhan	Substitute Teacher	Ramcharan
Ridgway, Stacey	Substitute Teacher	Ridgway
Rokjer, Cherilyn	Substitute Teacher	Rokier
Romano, Brittany	Substitute Teacher	Romano
Romeo, Robert	Substitute Teacher	Romeo
Ross, Kevin	Substitute Teacher	Ross
Saltsman, Julie	Substitute Teacher	Saltsman
Santoro, Terry	Substitute Teacher	Santoro
Scavullo, Alaina	Substitute Teacher	Scavullo
Schellenger, Moriah	Substitute Teacher	Schellenger
Schneeberger, Charity	Substitute Teacher	Schneeberger
Skrebutenas, Anne	Substitute Teacher	Skrebutenas
Smith, Katherine	Substitute Teacher	Smith
Smith, Samantha	Substitute Teacher	Smith
Solomon, Nathan	Substitute Teacher	Solomon
Sterling, Jessica	Substitute Teacher	Sterling
Townsend, Thomas	Substitute Teacher	Townsend
Yurkewecz, Thea	Substitute Teacher	Yurkewecz
Zarrelli, Philomena	Substitute Teacher	Zarrelli

f. Retirement – Instructional

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>	<u>Yrs. Of Service</u>
McDowell, Russell	English/NHS	6/21/13	10

McDowell

g. Retirement – Non- Instructional

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>	<u>Yrs. Of Service</u>
Dean, Paul	SBD/Trans	11/19/12	10
Nappi, Donna	Nurse/HIL	3/19/13	24
Ghoshal, Kris	EA/NHS	1/2/13	24

Dean
Nappi
Ghoshal

h. Resignation – Non-Instructional

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Mastroianni, Fenisia	FSH/IRO	11/9/12

Mastroianni

Instruction

A. Mr. Winchester moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the qualifying student athletes of the Niskayuna Boys and Girls Indoor Track Teams' trip to attend the Dartmouth Relays at Dartmouth College in Hanover, New Hampshire from Friday January 11 through Saturday, January 12, 2013 per ASM IV A. Mr. Hudson seconded. Motion carried 7-0.

B. Mr. Winchester moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the qualifying student athletes of the Niskayuna Boys and Girls Indoor Track Teams' trip to attend the Yale Invitational at Yale University in New Haven, Connecticut on Saturday, January 19, 2013 per ASM IV B. Mr. Hudson seconded. Motion carried 7-0.

C. Mrs. Gordon moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the High School French Club and French class students and teachers' trip to Quebec, Canada from April 19 – April 21, 2013 per ASM IV C. Mrs. Sosnow seconded. Motion carried 7-0.

Instruction -

School Sponsored Student Trip - Indoor Track to Dartmouth Relays

School Sponsored Student Trip - Indoor Track to Yale Invitational

School Sponsored Student Trip High School French to Quebec, Canada

IV. Business

A. Mr. Hudson moved that the Board of Education, upon the recommendation of the Superintendent of Schools, accept and file with the respective counties the list of uncollected school taxes from property owned in Niskayuna, Colonie, Clifton Park and Glensville, for re-levy by Albany, Schenectady and Saratoga Counties as per ASM V A. Mr. Winchester seconded. Motion carried 7-0.

B. Cost Containment Strategies (see attached). The Board discussed the net effectiveness and the cost benefit of reductions.

Business -

Return of Uncollected Taxes

Budget Discussion – Cost Containment Strategies

V. Community Comments

Jim Aldous spoke to the concern for program delivery. A discussion of future program instruction should precede a discussion of configuration. He expressed concern about the closing of a school as part of the visioning process instead of the budget process. Mr. Vincent, another community member, expressed concern about the cost of teaching a child in Niskayuna, and rising pension costs.

Comments from the Community -

VI. Personnel

A. Mrs. Mauro moved that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the Agreement between the Niskayuna Educational Secretaries Association, dated November 19, 2012 and the Niskayuna Central School District (see attached) as per ASM VII – A, Mrs. Gordon seconded. Motion carried 7-0.

Personnel -

Agreement with Niskayuna Educational Secretaries Association

VII. General

VIII. Other

IX. Mr. Winchester moved to convene to Executive Session to discuss student matters made confidential by federal law, collective negotiations pursuant to article 13 of civil service law, and a matter leading to the potential discipline, suspension, dismissal or removal of a particular person. Mr. Hudson seconded. Motion carried 7-0.

(Return to Public Session)

X. There being no further business, Mr. Winchester moved to adjourn the meeting at 9:56 p.m.

Executive Session

Adjournment

Niskayuna Central Schools

ASM V B
December 4, 2012

To: Board of Education
From: Matt Bourgeois, Assistant Superintendent for Business
Via: Susan Kay Salvaggio, Superintendent
Re: Cost Containment Strategies

The district has instituted a number of different strategies in an effort to contain costs. A sample of these items is provided below as the basis for discussion.

- 1) Salary Concessions
- 2) Furlough Days
- 3) Increased Employee Co-pays
- 4) Elimination of Step Schedules in Bargaining Unit Contracts
- 5) Out of District Transportation with Private Carrier
- 6) Reduced use of Substitute Teachers in Classroom
- 7) Self-Funded Health Insurance Components
- 8) Installation of Energy Efficient Lighting
- 9) Installation of Geothermal System at the High School
- 10) Various Vacancies in District Allowed to Remain Vacant
- 11) Reducing Annual Expenditure for Technology by Extending Replacement Term

These items represent a variety of the methods the district has utilized to contain costs as part of its overall budgeting strategy.

Cost Containment

Niskayuna Central School District

Board of Education

Dec. 4, 2012

Contracts: Concessions & Restructuring

- Health Insurance: All employee groups pay at least 20% toward coverage; Many contribute 25%, and some are paying 37% as part of a concession for this year.
- We have negotiated increases in doctor's visit co-pays with most employees.
- Negotiations in recent years have phased out automatic "step" increases in most contracts.
- Concessions over a 3-year period total \$600,000.

Transportation: Four years of reductions, efficiencies, cost-containment

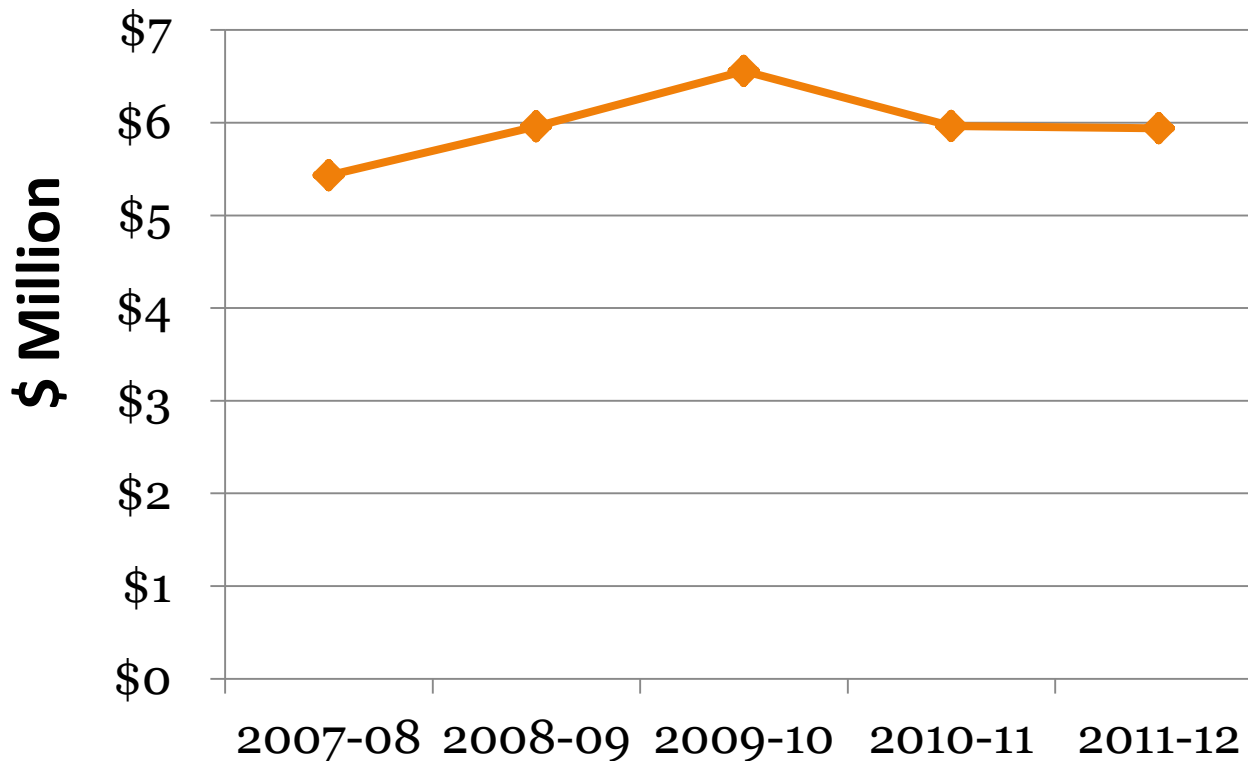
2009-10	2010-11	2011-12	2012-13
<ul style="list-style-type: none"> -Locating ESL at Craig (\$13,941) -Late buses reduced days (\$21,280) -Reduce varsity games (\$7,382) 	<ul style="list-style-type: none"> -Reduce overtime (\$27,500) -No summer literacy transportation (\$48,809) 	<ul style="list-style-type: none"> - Consolidated routes (\$109,256) -Reduce subs (\$14,988) -AM run from Iroquois to HS (\$612) -Field trips (\$17,560) - Late buses further reductions (\$28,093) -Athletic trans (\$14,218) 	<ul style="list-style-type: none"> -Driver trainer 1.0 to 0.5 FTE (\$11,250) -MS start/end time (\$115,000) -Contract for out-of-district routes (\$45,000) -Head mechanic vacancy unfilled (\$55,000)
Total: \$42,603	Total: \$76,309	Total: \$184,727	Total: \$226,250

Reduced Use of Substitute Teachers

- Total Savings: \$85,000
 - Bringing professional development in-house
 - Scoring assessments outside of the school day

Self-Funded Health Insurance Plan

District Costs



2004

Planning/Negotiations begin to transition from four plans to one

2007

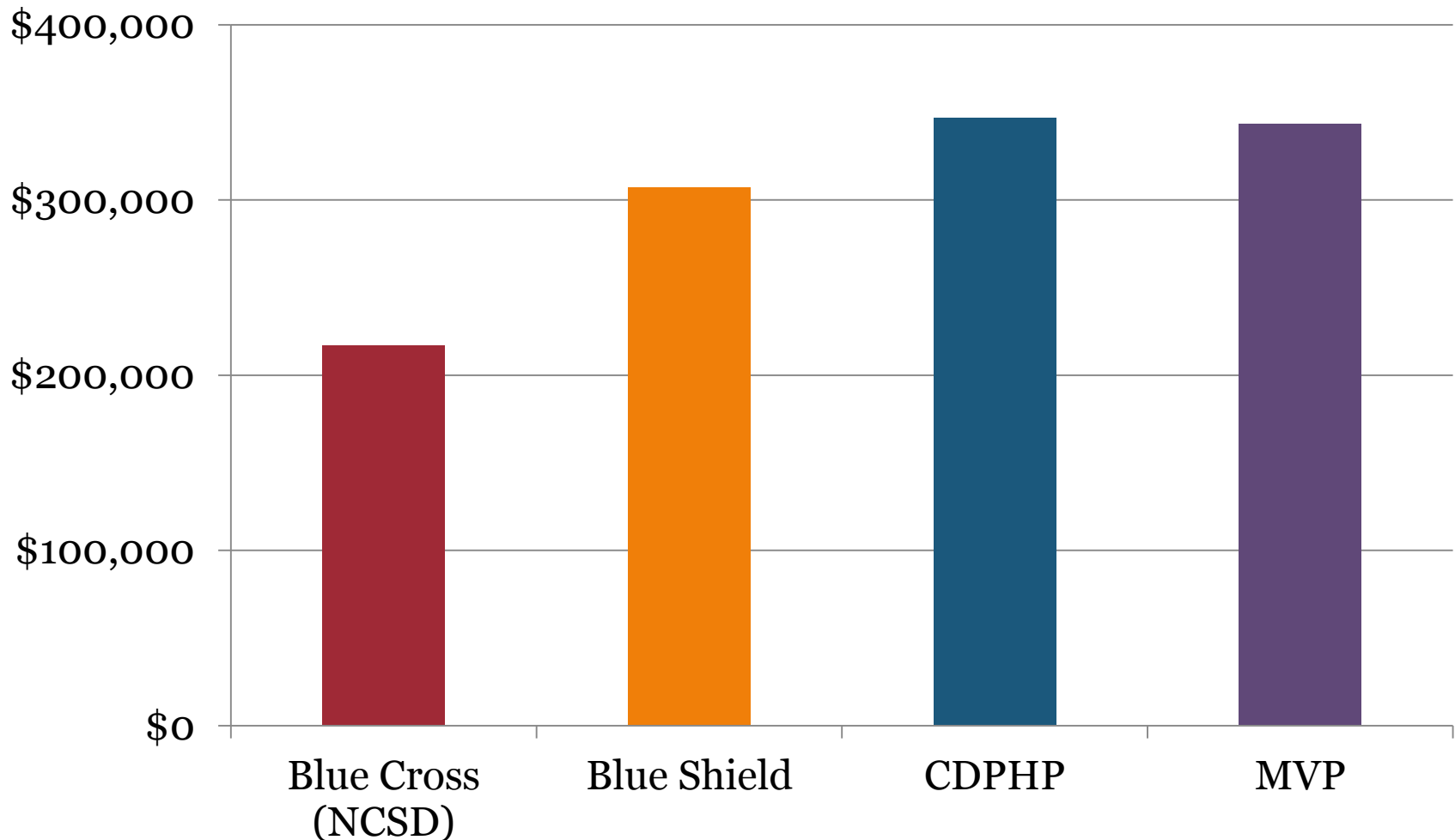
All employee groups in one plan

2009

District establishes a self-funded plan to control costs – ensuring that expenses were related to actual cost experience and reduce third party fees.

Cost Comparison with Other Carriers

2012 estimates for top utilized procedures within plan



Dental, Vision, Prescription Drugs

- The district also self funds its dental and vision plans.
- Last year, the district began contracting directly with Express Scripts for prescription coverage for savings of \$125,000.
- Since 2009, the district has increased participation in mail order prescriptions from 4% to 14%.

Energy Efficiency

- Through the capital project, energy efficient lighting, building systems, windows, and motion sensors were installed.
- The geothermal heat pump system was installed at Niskayuna High School.
- The district is entering year 2 of a 3-year contract with the OCM BOCES Energy Consortium with negotiated rates down 30 percent from the previous contract.
 - Electric savings: \$300,000
 - Natural gas savings: \$150,000

Work absorbed and/or reassigned

- HS assistant principal
- MS assistant principal
- Director of counseling/guidance
- Director of technology
- Head mechanic
- Purchasing agent & safety officer
- Computer tech support
- Senior maintenance mechanic

Staffing Efficiencies

- Staffing to enrollment (teachers)
- Staffing to IEP (TAs)
- Combination classrooms

Technology replacement plan

- 2011-12: \$50,000 reduced
 - Amount available for equipment reduced to \$110,000
- 2012-13 \$50,000 deferred
 - Same overall amount will be available, but the deferral allows for reduced payments within one fiscal year

Niskayuna Central Schools

ASM VII - A
December 4, 2012

TO: Board of Education
FROM: Ron Grastorf, Administrator for Human Resources
VIA: Susan Kay Salvaggio, Superintendent
RE: Agreement with Niskayuna Educational Secretaries Association

Recommended Motion: Move that the Board of Education, upon the recommendation of the Superintendent of Schools, approve the Agreement between the Niskayuna Educational Secretaries Association, dated November 19, 2012, and the Niskayuna Central School District (see attached) as per ASM VII – A.

Tentative Agreement between the Niskayuna Educational Secretaries Association

And the Niskayuna Central School District

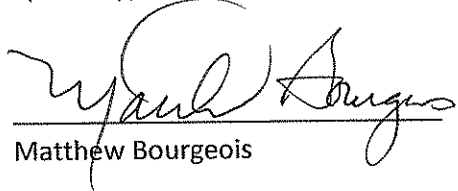
Dated: November 19, 2012

1. Two year agreement from July 1, 2012 through June 30 2014.
2. 1.5% salary increase in each year with retroactivity to 7/1/12.
3. For new unit members:
 - a. Health insurance at 25% contribution rate
 - b. 11 month paid at .85 FTE
 - c. 10 month paid at .77 FTE
4. The day before Thanksgiving as a paid holiday, only when the schools are closed on that day.
Note: while this holiday is being afforded this year, if the contract is not ratified, unit members will be docked one day's pay or, alternatively, a personal or vacation day

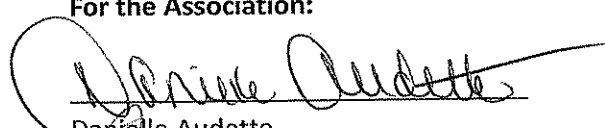
Note: in addition, items 4, 10 and 12 from the Association's original proposal; items 5, 8, 10, 11 (1st two paragraphs only) and 12 from the District's April 2 proposal; and items 4, 5 (only as to re-lettering), 6, 9, 11, 12, 13, 14 (first two paragraphs only), 15, 15, and 16.


For the District:


Ronald Grastorf



Matthew Bourgeois

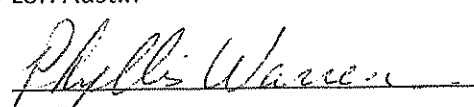
For the Association:


Danielle Audette


Donna Woods


Carol McDonald


Lori Austin


Phyllis Warren