

MINUTES
RYE CITY SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
Rye Middle School Multipurpose Room
January 12, 2016

The meeting was called to order by Board of Education Vice President Christopher Repetto at 7:02 p.m. on Tuesday January 12, 2016 due to the absence of Board of Education President Ms. Katy Keohane Glassberg.

Present:

Mr. Christopher Repetto, Vice President
Ms. Karen Belanger
Ms. Nancy Pasquale
Mr. Blake Jines-Storey

Ms. Nicole Weber – Arrived at 7:21 p.m.

Ms. Kelly Smith Powers – Arrived at 7:16 p.m.

And

Dr. Frank Alvarez, Superintendent of Schools
Dr. Betty Ann Wyks, Assistant Superintendent for Curriculum and Instruction
Ms. Gabriella O'Connor, Assistant Superintendent for Business
Ms. Elaine Cuglietto, Assistant Superintendent for Human Resources
Ms. Julia Chung, Interim Director of Pupil Personnel Services & Special Education
Mr. Tom Scapoli, Legal Counsel

Excused:

Ms. Katy Keohane-Glassberg, President

On a motion by Ms. Belanger, seconded by Ms. Pasquale and carried unanimously (4-0) it was voted at 7:02 p.m. to move immediately into executive session to review the employment history of current and prospective employees, discuss negotiations pursuant to the Taylor Law and review current litigation.

On a motion by Mr. Jines-Storey, seconded by Ms. Belanger and carried unanimously (6-0) it was voted at 7:33 p.m. to reconvene in public. The Pledge of Allegiance was recited. Board of Education Vice President Chris Repetto welcomed members of the public and announced that Katy Glassberg couldn't be there that evening, and he would be presiding over the meeting.

REPORT OF THE SUPERINTENDENT

Superintendent Frank Alvarez announced that the District wished to begin the meeting by acknowledging the passing of a student, Hank McWilliam, immediately prior to the December break. He said the Board and the Administration extend their sincerest sympathy to the family for their loss. He asked that the room honor his memory with a moment of silence.

Dr. Alvarez noted that on the agenda for approval that evening is a resolution which Westchester Putnam School Boards Association helped to craft regarding New York State's Underfunding of Public School Districts. This resolution will go to the Governor's office and to other legislators to request the return of Gap Elimination Act funding, which amounts to \$270,000 this year alone, bringing the amount owed to Rye to an excess of \$2.3 million since 2010. The Gap Elimination Act was created in 2010 as a State measure to fill the state's own revenue gap. Hopefully our voices will be heard, and he thanked Board Member Karen Belanger for her work to craft the resolution to reflect the RCSD's needs.

On the agenda this evening, Dr. Alvarez noted there is some curricular work for approval with regards to Global 1 and Global 2, and Spanish 3.

Dr. Alvarez announced that Julia Chung would this evening be named Director of Special Education. Ms. Chung has served for the last year as Interim Head of Special Education. The recruitment process for a permanent Director of Health, Physical Education and Athletics began anew with a recent ad in the New York Times.

HEARING OF THE PUBLIC ON NON AGENDA ITEMS

There were no communications from the public.

CONSENT AGENDA

On a motion by Ms. Belanger seconded by Ms. Pasquale, and carried unanimously (6-0) to approve the following Consent Agenda items:

GENERAL

Consent Agenda General 6.01

Recommended Action:

That the Board approves the September 29, 2015 Minutes as presented.

Consent Agenda General 6.02

Recommended Action:

That the Board approves the December 12, 2015 Minutes as presented.

Consent Agenda General 6.03

Recommended Action:

That the Board approves the December 15, 2015 Minutes as presented

Consent Agenda General 6.04**Recommended Action:**

That the Board approves the January 5, 2016 Minutes as presented.

Consent Agenda General 6.05**Recommended Action:**

That the Board adopts Policy 6150, Budget Transfers. Policy 6150 was provided to the Board for Information at the November 24, 2015 Board Meeting and presented for Discussion at the December 15, 2015 Board Meeting. It is ready for adoption, effective immediately. (Attachment # I)

Consent Agenda General 6.06**Recommended Action:**

That the Board adopts the attached resolution regarding NYS Underfunding of Public School Districts. (Attachment # II)

Consent Agenda General 6.07**Recommended Action:**

That the Board approves the resolution regarding a Settlement Agreement and Release
That the Board approves the following resolution:

BE IT RESOLVED, that the Board of Education hereby approves a Settlement Agreement and Release in connection with hearing number 89747, a copy of which has been provided to and reviewed by the members of the Board of Education.

BE IT FURTHER RESOLVED, that the President of the Board of Education is authorized to execute said agreement on behalf of the Board.

FISCAL**Consent Agenda Fiscal 7.01****Recommended Action:**

That the Board approves the Security Specialists' Allowance Disbursement for necessary work to be completed to close out security project. (Attachment # III)

Consent Agenda Fiscal 7.02**Recommended Action:**

That the Board approves the contract with Anna Ljungdahl for the 2015-2016 school year. (Attachment # IV)

Consent Agenda Fiscal 7.03**Recommended Action:**

That the Board approves the award of the transportation runs as detailed below.
Date of Bid Opening: January 4, 2016. Based on the lowest submitted price, the following recommended award for 2015-16 is as follows:

The Speech Academy to County Coach Corp. for \$9,000.00/month.

The Karafin School to County Coach Corp. for \$6,084.00/month.

Consent Agenda Fiscal 7.04**Recommended Action:**

That the Board approves Budget Transfer 15-16, #3 in the amount of \$11,000 to pay for an advertisement in the NY Times. (Attachment # V)

PROFESSIONAL**Consent Agenda Professional 8.01****Recommended Action:**

That the Board approves the Tenure Recommendation of Patrizia Guzzo in the Elementary Education Tenure Area, for which she holds New York State Professional Certification in Early Childhood Education (Birth-Grade 2) and New York State Professional Certification in Childhood Education (Grades 1-6), assigned to Osborn School, effective January 23, 2016.

Recommendation: That the Board approves the Tenure Recommendation of Toni-Marie Marano in the Special Education Tenure Area, for which she holds New York State Initial Time Extension Certification in Students With Disabilities (Birth-Grade 2), assigned to Midland School, effective February 24, 2016.

Consent Agenda Professional 8.02**Recommended Action:**

That the Board approves the Resignation of Ashley Bruno from her position as a Teaching Assistant for Special Education, assigned to Milton School, effective at the close of business January 29, 2016.

Consent Agenda Professional 8.03**Recommended Action:**

That the Board approves the Leave of Absence for Christopher Skowronski from his position as a Teaching Assistant, assigned to Rye School of Leadership, effective February 8, 2016 – June 30, 2016.

Consent Agenda Professional 8.04**Recommended Action:**

That the Board approves the Child Care Leave of Absence Amendment for Jessica Avnir, from her position as an Elementary Teacher, assigned to Osborn School, effective December 20, 2015 - June 30, 2016.
(Jessica Avnir was previously approved for a Child Care Leave of Absence, effective January 5, 2016 - June 30, 2016 at the October 27, 2015 Board of Education Meeting.)

Consent Agenda Professional 8.05**Recommended Action:**

That the Board approves the Resignation of Julia Chung from her position as Assistant Director of Pupil Personnel Services, effective June 30, 2015.

Consent Agenda Professional 8.06

Recommended Action:

Whereas on June 30, 2015 the Board appointed Julia Chung as Interim Director of Pupil Personnel Services and Special Education, effective July 1, 2015, due to an unanticipated opening in the Director of Pupil Personnel Services and Special Education.

Whereas, the Board, upon the Superintendent's recommendation, has unanimously determined that Julia Chung is the most qualified candidate for the position of Director of Pupil Personnel Services and Special Education.

Whereas, the Board herewith appoints Julia Chung to the probationary position of Director of Pupil Personnel Services and Special Education, effective July 1, 2015, taking into account her service as the Interim Director of Pupil Personnel Services and Special Education.

Now therefore, Julia Chung is hereby appointed to Director of Pupil Personnel Services and Special Education, in the Tenure Area of Special Education and Pupil Personnel Services, for which she holds New York State Professional Certification as a School District Leader, assigned to Rye City School District, at an annual salary of \$167,000 (pro rated amount of \$83,500.02), effective July 1, 2015 – December 31, 2015 and \$175,000 (pro rated amount of \$87,499.98), effective January 1, 2016 – June 30, 2016, with a probationary period from July 1, 2015 through June 30, 2019 (a).

(a) This individual must receive three (3) annual APPR composite ratings of Effective or Highly Effective, in at least three (3) of the preceding four (4) years and cannot have an APPR Composite rating of Ineffective in the last year of his or her probationary appointment to be granted or considered for tenure

Consent Agenda Professional 8.07

Recommended Action:

That the Board approves the Amendment of the Four year Probationary Appointment of Maria Calaf as a Foreign Language Teacher, for which she holds New York State Initial Certification in Spanish 7-12, assigned to Rye High School, 1.0 FTE, MA Step 4 of the 2015-2016 Teacher Salary Schedule \$70,628* (pro rated amount of \$38,492.26*), effective January 19, 2016 – January 18, 2020 (a).

*salary pending contract settlement

(a) This individual must receive three (3) annual APPR composite ratings of Effective or Highly Effective, in at least three (3) of the preceding four (4) years and cannot have an APPR Composite rating of Ineffective in the last year of his or her probationary appointment to be granted or considered for tenure.

Consent Agenda Professional 8.08

Recommended Action:

That the Board approves the Leave Replacement Appointment of Maria Behanna as an Elementary Teacher, for which she holds New York State Initial Certification in Childhood Education (Grades 1-6), assigned to Milton School, 1.0 FTE, MA Step 1 of the 2015-2016 Teacher Salary Schedule \$62,486* (pro rated amount of \$19,995.52*), effective December 15, 2015 – March 28, 2016.

(Maria Behanna will be replacing Christiana Parrish who is on a Child Care Leave of Absence.)

*salary pending contract settlement

Consent Agenda Professional 8.09

Recommended Action:

That the Board approves the Appointment of Linda Dever as a .9 FTE Teaching Assistant for Special Education, assigned to Milton School, Step 1 of the 2015-2016 Teacher Aide/Teaching Assistant Salary Schedule, \$25.62* per hour, 6.5 hours per day, 5 days per week, effective January 19, 2016 – June 24, 2016.

*salary pending contract settlement

Recommendation: That the Board approves the Appointment of Katharine Byrne as a 0.9 FTE Teaching Assistant, assigned to Osborn School, Step 1 of the 2015-2016 Teacher Aide/Teaching Assistant Salary Schedule, \$21.12* per hour, 6.5 hours per day, 5 days per week, effective January 19, 2016 - June 24, 2016.

*salary pending contract settlement

Consent Agenda Professional 8.10

Recommended Action:

That the Board approves the Appointment of Kathryn Dowling and Sara Charles at the Curriculum rate of \$40.00 per hour for a total of 50 hours of Global I curriculum revision work, not to exceed the aggregate total of \$2,000, effective January 15, 2016 – June 30, 2016.

Recommendation: That the Board approves the Appointment of Kathryn Dowling at the Curriculum rate of \$40.00 per hour for a total of 50 hours of Global II curriculum revision work, not to exceed \$2,000, effective January 15, 2016 – June 30, 2016.

Recommendation: That the Board approves the Appointment of Laura Glicksman and Alexandra Soberon at the Curriculum rate of \$40.00 per hour for a total of 50 hours of Spanish 3 curriculum revision work, not to exceed the aggregate total of \$2,000, effective January 15, 2016 - June 30, 2016.

Consent Agenda Professional 8.11

Recommended Action:

That the Board approves the Appointment Quan Huynh as a Teacher of Home Instruction on the Secondary Level, for which he holds New York State Permanent

Certification in Mathematics 7-12, not to exceed two (2) hours per week at the Home Instruction Rate of \$49.89 per hour, effective January 8, 2016 - June 30, 2016.

Consent Agenda Professional 8.12

Recommended Action:

That the Board approves Kimberly Mooney who applied for and has been selected to mentor the new Middle School/High School Spanish teacher, in accordance with the District Mentorship Plan. A prorated stipend of \$825.00 for the remainder of the school year will be provided through the Curriculum Budget.

Consent Agenda Professional 8.13

Recommended Action:

That the Board approves the following Amendments for Extra Pay for Extra Work, for the 2015-2016 school year:

2015/2016
EPEW

	ACTIVITY		INDEX	STEP	RATE
High School - Clubs					
Instructional	Science Olympiad	Amy Leahy (shared)*	0.06500	6	2,445
Instructional	Science Olympiad	Brian Rodefeld (shared)*	0.06500	3	2,113
Academic	Junior Statesman	James Baker (shared)**	0.07500	4	2,559
Academic	Junior Statesman	John Murolo (shared)**	0.07500	4	2,559
Clubs	Investment Club	James Baker (shared)***	0.01500	1	442
Clubs	Investment Club	Peter Thomas (shared)***	0.01500	1	442
High School Winter Musical					
Plays - Spring	Choreog.	Leanne Janos****	0.03250	2	2,012
Osborn - Musical					
Special Performances	Set Construction	Burke, Carrie*****	0.00880	0	494
Special Performances	Accomp.	Carman, Amy	0.01750	0	983

*Amy Leahy and Brian Rodefeld were previously approved for the full stipend for the Science Olympiad. Amy Leahy and Brian Rodefeld are sharing the duties for this club.

**James Baker and John Murolo were previously approved for the full stipend for Junior Statesman. James Baker and John Murolo are sharing the duties for this club.

***James Baker and Peter Thomas were previously approved for the full stipend for Investment Club. James Baker and Peter Thomas are sharing the duties for this club.

****Leanne Janos was previously approved at Step 1 for the High School Winter Musical. Leanne Janos should have been approved at Step 2.

*****Amy Carman was previously approved for Set Construction. Carrie Burke will be replacing Amy Carman for Set Construction.

Consent Agenda Professional 8.14

Recommended Action:

That the Board approves the Appointment of Iris Knight Arest as a Substitute School Psychologist at her outgoing daily rate of pay of \$683.36 not to exceed 10 days, effective February 8, 2016 – June 30, 2016.

Consent Agenda Professional 8.15

Recommended Action:

That the Board approves the following Per Diem Substitute Teachers to be used only on an as needed basis for the 2015-2016 school year at the approved per diem rates:

Per Diem Rate as follows:

Per Diem Substitute Teacher - \$102.00

Abigail Cole

Lisa-Marie DiRusso

Craig Antico

Katerine Dillulio

Consent Agenda Professional 8.16

Recommended Action:

That the Board approves the following Per Diem Substitute Teaching Assistants to be used only on an as needed basis for the 2015-2016 school year at the approved per diem rates:

Per Diem Rate as follows:

Per Diem Substitute Teaching Assistant for Special Education - \$102.00

Per Diem Substitute Teaching Assistant - \$102.00

Abigail Cole

Lisa-Marie DiRusso

Elizabeth Schultz

Craig Antico

Katerine Dillulio

CLASSIFIED

Consent Agenda Classified 9.01

Recommended Action:

That the Board approves the Resignation due to Retirement of Maria Carlucci from her position as a Sr. Stenographer, assigned to Rye High School, effective at the close of business February 26, 2016.

Consent Agenda Classified 9.02**Recommended Action:**

That the Board approves the Resignation of Florentino Camacho from his position as Traffic Control/School Monitor, assigned to Osborn School, effective at the close of business January 15, 2016.

Consent Agenda Classified 9.03**Recommended Action:**

That the Board approves the Appointment of Elizabeth Schultz as a Teacher Aide for Special Education, with a probationary period of a minimum of 12 weeks to a maximum of fifty-two weeks, assigned to Osborn School, Step 1 of the 2015-2016 Teacher Aide/Teaching Assistant Salary Schedule, \$18.45 per hour, 6.5 hours per day, 5 days per week, effective January 11, 2016.

*salary pending contract settlement

Consent Agenda Classified 9.04**Recommended Action:**

That the Board approves the Appointment Amendment of Joseph April from a Leave Replacement Teacher Aide for Special Education to a Probationary Appointment as a Teacher Aide for Special Education, assigned to Midland School, with a probationary period of a minimum of 12 weeks to a maximum of fifty-two weeks, Step 1 of the 2015-2016 Teacher Aide/Teaching Assistant Salary Schedule \$18.45* per hour, 6.5 hours per day, 5 days per week, effective December 10, 2015.

*salary pending contract settlement

Consent Agenda Classified 9.05**Recommended Action:**

That the Board approves the Additional Work of Maureen Damiano as a Teacher Aide for Special Education, at the Step 1 rate of the 2015-2016 Teacher Aide/Teaching Assistant Salary Schedule \$18.45 per hour, for Before and After School Activities, effective February 1, 2016.

Consent Agenda Classified 9.06**Recommended Action:**

That the Board approves the Appointment of the following to work as timers, supervisors, ticket takers, chain crew, announcers, etc. at Rye City School District Events on an as needed basis throughout the 2015-2016 school year:

Abigail Cole

Lisa-Marie DiRusso

Consent Agenda Classified 9.07**Recommended Action:**

That the Board approves the Appointment of the following Substitute Teacher Aides to be used only on an as needed basis for the 2015-2016 school year at the approved rates:

Rates as follows:

Per Diem Substitute Teacher Aide for Special Education - \$102.00

Substitute Teacher Aide \$13.95 per hour

Abigail Cole

Lisa-Marie DiRusso

Elizabeth Schultz

Craig Antico

Katerine Dillulio

Consent Agenda Classified 9.08**Recommended Action:**

That the Board approves the Appointment of the following Substitute Secretarial Clerical Worker to be used on an as needed basis:

Rate of pay is dependent upon the civil service title of the position being substituted for Step 1 of the Secretarial Clerical School Nurse and Computer Aide Unit Contract for the 2015-2016 School Year is:

Column A - \$17.03

Column B - \$22.78

Column C - \$23.67

Column D - \$25.88

Column E - \$28.10

Column F - \$31.50

Maria Carlucci

Consent Agenda Special Education 10.01**Recommended Action:**

That the Board approves the Committee on Special Education and the Committee on Preschool Special Education recommendations as attached. (Attachment #VI)

Board of Education Vice president Mr. Repetto noted that there were several important items on the Consent Agenda, including appointing Julia Chung, who has served for the last year as Interim Directory of Special Education and Pupil Personnel Services, to that position as permanent head. Mr. Repetto reported that Ms. Chung's period as Interim Director resulted in a great deal of positive momentum and overwhelmingly positive feedback from parents, administrators and teachers alike.

Mr. Repetto noted the Consent Agenda also included approval of the Superintendent's recommendation to grant tenure to Patrizia Guzzo and ToniMarie Marano. Ms. Guzzo is dual-certified in early childhood and elementary education, she is currently at Osborn, Ms. Marano joins us in the Special Education Department. He

congratulated and noted that as this is a mid-year tenure announcement, both will be invited back to the tenure ceremony later on in the year.

Mr. Repetto announced the Board accepted the resignation due to retirement of Marie Carlucci after a 36-year career with the District, the last 30 years of which in the Assistant Principal's office. He briefly outlined her career at the District, including her role as President of the Secretarial, Clerical, School Nurse and Computer Aid Unit and as advisor to the My Soldier Club since 2007. He thanked Ms. Carlucci for her many years of service and wishing her family all the best, and noted the District hopes to see them back at sporting events and theatrical productions soon.

PRESENTATION/DISCUSSION

Mr. Repetto stated the Board had a number of policies on the agenda up for discussion and he said the Board would address the around class sizes first. He noted that the meeting had drawn the biggest audience the Board had seen this school year, and thanked all the parents and teachers who attended. He noted that the Board has not examined class size, had never listened to the administration's opinion on it nor looked at the research on class sizes, and the Board thought it was a good time to get educated.

Mr. Repetto asked for community input into this discussion. The following individuals from the audience addressed the Board of Education related to this policy:

- Megan Wardle, PTO Co-president and Milton parent
- Leslie Ebert, Osborn parent
- Nicole Richardt, Osborn parent
- Sonali Patel, Midland parent
- Colleen Margiloff – Co PTO President at Midland and parent.
- Tracey Orzo, 3rd Grade teacher at Midland
- Susan Owen, 8th grade parent
- Jane Anderson, Milton parent
- Michelle Ring, 1st grade teacher at Midland
- Melissa Belleville, Milton PTO- co-president and parent

Ms. Karen Belanger noted that in Policy Committee they had begun to look at policies in other Districts, and they range from "We will have reasonable class sizes" being the entire policy to very specific policies. She noted Greenwich in particular has specific guidelines for each individual grade, deadlines as to when they make specific decisions as to adding sections, reducing sections and hiring teachers. The Committee had started debating how much of the procedure do we want to put into the policy. Ms. Belanger said this came out as a proposed policy more to start the discussion. The first email blast that went out was to teachers in the District to come out and have this discussion in public. There was never any intent not to have the teachers give feedback. The Board is looking for that feedback. What does it mean in a first grade? We want to have this discussion openly, transparently for the community.

Ms. Belanger summed up some of the issues she had heard about – timing is critical; timing during the school year when these decisions are made; the ability to get good teachers at different points in the process; timing with the new ELA curriculum; flexibility on what basis the decisions are made, whether it's going to be the high or the low end of the range, physical space in the classrooms, and the number of classrooms.

Ms. Belanger said there are 4 more policies on the agenda for Discussion. The first is #5150, Student Admissions. This came about as a result of NYSSBA recommending all districts review their admission policies and requirements. She stated that the District has always been in compliance, but some districts in the State were believed to be using their admissions process to look at the documented or undocumented status of students. We require students prove their age, but do not require students to tell us what their legal status is. Simultaneously to that policy review, the Committee looked at a related policy regarding the Admission of International Exchange Students, #5152.1. We made some minor changes to that, but we just took the chance to review it while we were looking at the other. Dr. Alvarez reported the policy is used – we have one or two students per year – and it is working.

Ms. Belanger said the next two policies are part of the ongoing revision of the Code of Conduct. # 5300.50 - Discipline of Students with Disabilities. We didn't always have a separate policy on this, but it was part of our Code of Conduct. The Committee took what NYSSBA suggested, and had our new Director of Special Education and Dr. Alvarez take a good look at it. She is happy to take comments and relay them back.

The next policy is # 5330, Student Searches and Interrogations. Once again, this is a review in an attempt to go through everything in the new Code of Conduct. No real substantial changes. Cell phones were added in this update – it has been run through a legal review.

Ms. Belanger noted that other than class size, the other four policies will be on the Consent Agenda for passage at the end of the month.

COMMUNICATIONS TO/FROM THE BOARD

Mr. Repetto provided an update as to the RTA negotiations. He and Ms. Glassberg are part of a small negotiating team that has been working with the union's negotiating team. The meetings have been friendly and very open. It's a very nice partnership where they are discussing the needs and desires of the teachers in the face of the fiscal environment and the tax cap. He characterized it as moving in the right direction, and both sides are optimistic that they will come to a reasonable conclusion.

Dr. Alvarez said that both sides are working with an understanding of the current fiscal environment and with high level of respect and hope to have a resolution in the near future.

On a motion by Mr. Repetto seconded by Ms. Belanger and carried unanimously (6-0) it was voted at 9:14 p.m. to adjourn the meeting.

Elaine Cuglietto
District Clerk

Video of this meeting can be found on the District's website (). Click on District and on Board of Education.