

MINUTES
RYE CITY SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
Rye Middle School Multipurpose Room
December 15, 2015

The meeting was called to order by Board of Education President Katy Keohane-Glassberg at 7:02 p.m. on Tuesday December 15, 2015.

Present:

Ms. Katy Keohane-Glassberg, President
Mr. Christopher Repetto, Vice President
Ms. Karen Belanger
Ms. Nancy Pasquale
Mr. Blake Jines-Storey
Ms. Nicole Weber
Ms. Kelly Smith Powers
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. Julia Chung, Interim Director of Pupil Personnel Services & Special Education
Mr. Tom Scapoli, Legal Counsel

Excused:

On a motion by Ms. Belanger, seconded by Ms. Pasquale and carried unanimously (7-0) 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 (7 -0) it was voted at 8:02 p.m. to reconvene in public. The Pledge of Allegiance was recited. Board of Education President Katy Keohane Glassberg welcomed members of the public.

On a motion by Ms. Pasquale, seconded by Mr. Repetto and carried unanimously (7-0) it was voted to appoint Dr. Betty Ann Wyks as temporary District Clerk for this meeting only.

REPORT OF THE SUPERINTENDENT

Superintendent Dr. Frank Alvarez reported two key things had taken place on state and federal levels since the previous meeting, the first being the State Board of Regents voted to approve a four-year moratorium on teacher evaluations and the use of test scores as a means of teacher evaluations. He noted this represents a total turnaround for the Governor and is based on the recommendations from his Committee or task force on the Common Core. The change is welcome and reflects much of what the educational field has been expressing and thinking. It also gives the SED more time to develop a new system of teacher evaluations with more “people around the table.”

The second development, on the national level, and which has less of an impact on Rye, is the passage last week of the Every Student Succeeds Act that replaces the No Child Left Behind Act. The Act still requires students to be tested in grades 3-8 in ELA and Math and at the High School level, but states now get to set their own standards. Under the old legislation, 100% of students had to be proficient by 2014, and that did not happen nationally. He noted this is typically not a concern in Rye because our students achieve proficiency, however it feels like the right move given that most educators support it.

Dr. Alvarez announced all the High School fall athletic teams qualified for the Scholar Athlete Award. He noted the Board and Administration will be honoring some of these teams at a Board meeting in the New Year. He noted that RHS earned a School of Distinction Award for the 2014-2015 school year. This means all teams, for every season, were recognized as Scholar Athlete teams. He reported beginning in January, the District will be launching a search for the Director of Health, Physical Education and Athletics. The search will take a good amount of time in the spring to accomplish, with the hopes that an announcement could be made in April.

Ms. Glassberg added that it feels as if, on the federal and state level, the pendulum is moving in the right direction towards using testing for informing instruction, instead of for purposes they were not actually designed to be used for.

HEARING OF THE PUBLIC ON NON AGENDA ITEMS

There were no communications from the public.

CONSENT AGENDA

On a motion by Mr. Jines-Storey seconded by Ms. Belanger, and carried unanimously (7-0) to approve the following Consent Agenda items:

GENERAL

Consent Agenda General 6.01

Recommended Action:

That the Board approves the November 24, 2015 Minutes as presented.

Consent Agenda General 6.02

Recommended Action:

That the Board adopts the resolution below regarding APPR Re-Certification.

WHEREAS, §30-2.9 of the Rules of the Board of Regents requires certification by the Board of Education of lead evaluators for purposes of conducting evaluations of teachers and principals in accordance with the requirements under §3012-c of the Education Law respecting Annual Professional Performance Reviews;

WHEREAS, the individuals named below have successfully completed a training course that meets the requirements prescribed in §30-2.9(b) of the Rules of the Board of Regents and, if applicable, have completed the necessary re-certification requirements as set forth in the District's APPR Plan;

NOW, THEREFORE, BE IT RESOLVED, that the Rye City School District certifies the following individuals as lead evaluators for the 2015-2016 school year:

Frank Alvarez
 James Boylan
 Julia Chung
 Joseph DiGiovanni
 Ann Edwards
 Angela Garcia
 Joanna Napolitano
 JoAnne Nardone
 Suzanne Short
 Patricia Taylor
 Torrance Walley
 Betty Ann Wyks
 Robert Zegarelli

FISCAL

Consent Agenda Fiscal 7.01

Recommended Action:

That the Board approves the award of the transportation runs as detailed.

Consent Agenda Fiscal 7.02

Recommended Action:

That the Board adopt this resolution to declare attached items as surplus for the purpose of disposal in accordance with Policy #6900 - Disposal of District Property. (Attachment # I)

Consent Agenda Fiscal 7.03

Recommended Action:

That the Board adopt this resolution to declare attached items as surplus for the purpose of disposal in accordance with Policy #6900 - Disposal of District Property. (Attachment # II)

Consent Agenda Fiscal 7.04**Recommended Action:**

That the Board approves the gift from the Generoso Pope Foundation of 10 Riddell football helmets valued at \$3,500.

Consent Agenda Fiscal 7.05**Recommended Action:**

That the Board approves the \$8,587.45 gift from the Osborn School PTO to purchase 41 Chromebooks.

Consent Agenda Fiscal 7.06**Recommended Action:**

That the Board approves the \$3,153.60 gift from the Midland School PTO to purchase four tether ball posts and installation.

Consent Agenda Fiscal 7.07**Recommended Action:**

That the Board accepts the Monthly Financial Reports for October 2015.
(Attachment # III)

Consent Agenda Fiscal 7.08**Recommended Action:**

That the Board approves the contract with Wainwright House, Inc. in the amount of \$885.00, to be paid from the Title IIA Grant. (Attachment # IV)

Consent Agenda Fiscal 7.09**Recommended Action:**

That the Board of Education approves the Consultant Agreement with Westchester Institute for Human Development for the 2015-2016 school year. (Attachment # V)

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

That the Board approves the Resignation due to Retirement of Iris Knight Arest from her position as a School Psychologist, assigned to Rye High School and Rye School of Leadership, effective February 1, 2016.

Consent Agenda Professional 8.02**Recommended Action:**

That the Board approves the Resignation of Alexander Stravato from his position as a Spanish Teacher, assigned to Rye Middle School, effective at the close of business November 25, 2015

Consent Agenda Professional 8.03

Recommended Action:

That the Board approves the Resignation of Sarah Nardis from her position as a Teaching Assistant, assigned to Osborn School, effective at the close of business December 23, 2015.

Consent Agenda Professional 8.04

Recommended Action:

That the Board approves the Four Year Probationary Appointment of Daniel Freeman as a 0.6 FTE Social Studies Teacher and 0.4 FTE Special Education Teacher, for which he holds New York State Initial Certification in Social Studies 7-12 and New York State Initial Certification in Students With Disabilities – Grades 7-12 – Generalist, assigned to Rye High School, 1.0 FTE, MA Step 2 of the 2015-2016 Teacher Salary Schedule \$64,734* (pro rated amount of \$32,367*), effective February 1, 2016 – January 31, 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.

Recommendation:

That the Board approves 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 \$42,376.80*), effective January 4, 2016 - January 3, 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 8.05

Recommended Action:

That the Board approves the Leave Replacement Appointment of Margaret Brown as an Elementary Teacher, for which she holds New York State Permanent Certification in Childhood Education (Grades 1-6), assigned to Osborn School, 1.0 FTE, MA Step 7 of the 2015-2016 Teacher Salary Schedule \$80,116* (pro rated amount of \$56,481.78*) (pending proof of level of education), effective November 30, 2015 – June 30, 2016.

(Margaret Brown is replacing Nicole Bolnik who was previously approved for a Child Care Leave of Absence, effective on or about her estimated due date of January 15, 2016 – June 30, 2016.)

*salary pending contract settlement

Recommendation:

That the Board approves the Leave Replacement Appointment of Wendolyn Crowell as an Elementary Teacher, for which she holds New York State Professional Certification in Childhood Education (Grades 1-6), assigned to Osborn School, 1.0 FTE, MA Step 6 of the 2015-2016 Teacher Salary Schedule \$76,973* (pro rated amount of \$53,881.10*), effective December 1, 2015 – June 30, 2016.

(Wendolyn Crowell will be replacing Jessica Avnir who was previously approved for a Child Care Leave of Absence, effective on or about her estimated due date of January 5, 2016 – June 30, 2016.)

*salary pending contract settlement

Consent Agenda Professional 8.06

Recommended Action:

That the Board approves the Appointment of the following for 6th Assignment or Additional Pay Beyond Annual Salary:

These additional assignments have been recommended in accordance with the current collective bargaining agreement. They include the Middle School Elective Program, science labs above the 25 limit, and additional class assignments.

| Name | Assignment | Frequency | % of Base Salary | Contract Rate |
|--|------------|--------------------|------------------|---------------|
| Ann Fogarty Stanton (12/1/15-2/26/16) | Science | 3 extra class/week | 6% | \$ 1,559 |
| Sophie Kent (11/30/15-1/29/16) | Spanish | 5 extra class/week | 10% | \$ 2,386 |
| Christina Balsama (11/30/15-1/29/16) | Spanish | 5 extra class/week | 10% | \$ 2,547 |
| Dulce Barker (11/30/15-1/29/16) | Spanish | 5 extra class/week | 10% | \$ 2,547 |
| Alex Tejera (11/30/15-1/29/16) | Spanish | 5 extra class/week | 10% | \$ 2,386 |
| Peter Gouveia (11/30/15-1/29/16) | Spanish | 5 extra class/week | 10% | \$ 2,547 |

Consent Agenda Professional 8.07**Recommended Action:**

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

2015/2016

EPEW

| | ACTIVITY | | INDEX | STEP | RATE |
|--|-----------------------|-------------------------------------|---------|------|-------|
| ATHLETICS-Fall VOLLEYBALL (Girls) | Ass't. to Program | Poccia, Rachel | 0.05500 | 3 | 3,575 |
| ATHLETICS -WINTER SQUASH | JV Varsity (Boys) | Hicks, Jason | 0.06500 | 6 | 4,890 |
| High School - Clubs Social | VAASA (RHS) | Tim Tolve* | 0.01500 | 6 | 1,129 |
| Administrative | Detention Supvr-HS | Jason Friesen** (9/1/15-1/31/16) | 0.06250 | 5 | 2,239 |
| Clubs | Guitar Club | Villanova, Robert | 0.02000 | 0 | 1,123 |
| Clubs | Color Guard | Farewell, Dina | 0.01500 | 0 | 842 |
| Clubs | Gardening | Krajca, George | 0.02000 | 0 | 1,123 |
| Middle School - Clubs Intramural Middle School | Director-Intramurals | Ball, Dave (9/1/15-1/31/16) | 0.11000 | 0 | 3,088 |
| Intramural Middle School | Director-Intramurals | Deen, Cynthia (2/1/16-6/30/16) | 0.11000 | 0 | 3,088 |
| RMS Club Sports- Session 1 | Gaga | Deen, Cynthia | 0.00910 | 0 | 511 |
| RMS Club Sports- Session 1 | Volleyball/Basketball | Gobbo, Lauren | 0.00910 | 1 | 536 |
| RMS Club Sports- Session 1 | Flag Football/Soccer | Mangum, David | 0.00910 | 0 | 511 |
| RMS Club Sports- Session 1 | Gaga | Malloy, Dana | 0.00910 | 0 | 511 |
| RMS Club Sports- Session 2 | Gaga | Deen, Cynthia | 0.00910 | 0 | 511 |
| RMS Club Sports- Session 2 | Volleyball/Basketball | Gobbo, Lauren | 0.00910 | 1 | 536 |
| RMS Club Sports- Session 2 | Flag Football/Soccer | Mangum, David | 0.00910 | 0 | 511 |
| RMS Club Sports- Session 2 | Gaga | Malloy, Dana | 0.00910 | 0 | 511 |

*Tim Tolve was previously approved for VAASA at a 0.03000 index. The EPEW Committee has revised the index to 0.15.

**Jason Friesen was previously approved for Detention Supervisor for the full year. Jason Friesen's appointment is being amended for one semester.

Consent Agenda Professional 8.08

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

Nicole Sassone
Ashley Lambrecht
Frederick Minnich
Jennifer Murphy
Sarah Heckman
Jeff Dempsey

Consent Agenda Professional 8.09

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

Nicole Sassone
Jeanine O'Reilly-Sestito
Ashley Lambrecht
Frederick Minnich
Jennifer Murphy
Sarah Heckman
Jeff Dempsey
Mary McCarthy

CLASSIFIED

Consent Agenda Classified 9.01

Recommended Action:

That the Board approves the Resignation of Roberta Billington from her position as a 0.5 FTE Secretary to School Principal, assigned to Osborn School, effective at the close of business January 21, 2016.

Consent Agenda Classified 9.02**Recommended Action:**

That the Board approves the Resignation of Mary McCarthy from her position as a Teacher Aide for Special Education, assigned to Midland School, effective at the close of business December 9, 2015.

(Mary McCarthy was previously approved for a Personal Leave of Absence, effective September 2, 2015 – January 31, 2016.)

Consent Agenda Classified 9.03**Recommended Action:**

That the Board approves the Probationary Appointment of Lisa Muncey as a Library Clerk (pending fingerprint clearance), a 10 month position, with a probationary period of a minimum of twelve weeks to a maximum of fifty-two weeks, assigned to Midland School and Osborn School, 1.0 FTE Step 4 of the 2015-2016 Secretarial/Clerical/School Nurse and Computer Aide Unit Salary Schedule, \$39,256.00 (pro rated amount of \$23,229.47), effective December 16, 2015, with a delayed start of January 4, 2016.

NOTE: Lisa Muncey is being appointed from Eligible List #02-100, Established 04-01-02, Certification #000022418, Issued 10-20-15.

(Lisa Muncey will be replacing Kerosa Mitchell who resigned effective at the close of business October 30, 2015.)

Consent Agenda Classified 9.04**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

Nicole Sassone
 Jeanine O'Reilly-Sestito
 Ashley Lambrecht
 Frederick Minnich
 Jennifer Murphy
 Sarah Heckman
 Jeff Dempsey

Consent Agenda Classified 9.05**Recommended Action:**

That the Board approves the Appointment of the following Substitute School Monitor/Traffic Control for the District for 2015-2016 School Year:

| NAME | Pay Per Hour | Position | Effective Date |
|--------------------------|--------------|--------------------------------|----------------|
| Jeanine O'Reilly-Sestito | \$30.00/hr. | School Monitor/Traffic Control | 11/30/15 |

Consent Agenda Classified 9.06**Recommended Action:**

That the Board approves the Appointment of the following School Monitor/Traffic Control for 2015-2016 School Year:

| NAME | Pay Per Hour | Position | Effective Date |
|--------------------------|--------------|--------------------------------|----------------|
| Jeanine O'Reilly-Sestito | \$30.00/hr. | School Monitor/Traffic Control | 1/11/16 |

Consent Agenda Classified 9.07**Recommended Action:**

That the Board approves the Appointment of Gabriel de Varona as a Videographer for Fall musical performances at Rye High School and Rye Middle School at the rate of \$35.00 per hour, not to exceed the aggregate total of 15 hours.

Recommendation: That the Board approves the Appointment of the following Videographer:

Gabriel de Varona as substitute camera person for the taping of Rye City School District Board of Education Meetings for the 2015-2016 school year at the hourly rate of \$35.92.

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)

Ms. Glassberg noted that on the Consent Agenda the Board accepted with gratitude a gift of 10 Riddell football helmets valued at \$3,500 from the Generosa Pope Foundation; a gift of \$8,587.45 from the Osborn School PTO to purchase 41 Chromebooks to augment those being purchased through District technology money; and a gift of \$3,153.60 gift from the Midland School PTO to purchase and install four tetherball posts.

Ms. Glassberg noted the Consent Agenda also included approval of the retirement of Dr. Iris Knight Arest after a 29-year career with the District. Ms. Glassberg outlined Dr. Arest's career accomplishments, her professional qualifications and her many commendations, including Teacher of the Year in 2013. She concluded by wishing Dr. Arest and her family all the best, and stated that Dr. Arest will continue to work through February 1st, and may continue to service some of the students she is currently working with beyond that date.

PRESENTATION/DISCUSSION

Ms. Glassberg stated the Board had one presentation for that evening: the revised policy 6150, Budget Transfers. The policy change was brought to the Committee by Ms. Gaby O'Connor. Ms. Belanger noted the Policy Committee had removed two words in two places (for a total of 4 words). Ms. Belanger noted every edit or review of any policy must go through three appearances before the Board. She stated the edits represent no substantive or financial/numerical change. Some discussion followed about the substance of the policy, which is that the Board sees all budget transfers as a part of their monthly report, and all expenditures over \$10,000 must be approved by the Board of Education.

COMMUNICATIONS TO/FROM THE BOARD

Ms. Pasquale reported the Health and Safety Committee of the Board met on December 9. The Committee is comprised mostly of building professionals, with some parent representatives at the elementary and secondary levels. The Committee had the opportunity to recap some old business from last year, and also had a discussion about how the new nut allergy/anaphylaxis-related policy changes are working.

The Committee also reviewed the fall emergency drills. Ms. O'Connor reported the meeting was a good opportunity for building personnel to review the drills and to discuss what went well and what did not. The head of the security department, Rolf Kohler, was there. She reported that Bill Salisbury, the head custodian at Milton School, had executed a second drill when the first drill did not go as well as anticipated. She noted as part of the drill process, Mr. Salisbury set up some false impediments to test the staff and students. He did this because Milton is a school with multiple floors. The Committee also discussed altering the times for some of the drills to create different circumstances. Ms. Pasquale said that the professionals in the building use the drills to make students safer, and repeating them can be a good idea, even if it's not required. Ms. O'Connor will be sharing the minutes from that meeting with the Committee and with Dr. Alvarez. She thanked Ms. O'Connor, Sam Carder and the Committee members.

Ms. Glassberg noted that there are several policies provided to Board members to read and become familiar with in preparation for discussion at the next meeting. Ms. Belanger noted that two of the policies up for review are pieces of the Code of Conduct, which the Committee is revising policy by policy. She noted NYSSBA recommended all districts review their admission policies and requirements. She stated that the District

has always been in compliance, but some districts were found to have language in their admissions policy that serves to keep out illegal immigrants. She noted that any child who lives in the school district will be educated, no matter what their legal status is. Simultaneously to that policy review, the Committee will look at the policy regarding the admission of international exchange students.

Ms. Belanger stated the big issue that will come up at the January Board meeting is class sizes. It has been proposed that the District revise its policies surrounding class sizes. The proposed revisions have not been decided on, but are on the agenda to begin an open conversation about class sizes and the financial implications of class size on the District's budget. She noted the Committee would be looking at the educational pros and cons of class sizes throughout students' K-12 career and she hopes a broad-ranging discussion will ensue.

Ms. Glassberg said class size is an important discussion the Board and Administration have with parents every spring around budget season, so the Board should expect to have at least two meetings to continue the conversation around the topic. Ms. Belanger stated she thought the presentation on class sizes should be the starting point for the community conversation.

On a motion by Mr. Repetto seconded by Ms. Pasquale and carried unanimously (7-0) it was voted at 8:28 p.m. to adjourn the meeting.

Elaine Cuglietto
District Clerk

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