

HUDSON CITY SCHOOL DISTRICT
REGULAR BOARD OF EDUCATION MEETING
MAY 13, 2013 – 7:00 P.M.
HUDSON HIGH SCHOOL LIBRARY

Minutes Meeting #23

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The regular meeting of the Hudson City School District Board of Education was held on May 13, 2013 at the Hudson High School Library, 215 Harry Howard Avenue, Hudson, NY.

PLEDGE OF ALLEGIANCE

The meeting was called to order by Interim Board President Kelly Frank at 7:00 p.m. with the following Board Members in attendance:

PRESENT:

Kelly Frank
Jeri Chapman
Tiffany Hamilton
Peter A. Rice, Jr.
Meagan Pinkowski, Student Representative

LATE ARRIVAL:

Carrie Otty

ABSENT:

Elizabeth Fout

ALSO PRESENT:

Superintendent
Coordinator of School Improvement
School Business Executive
Clerk of the Board

Maria J. Suttmeier
April Prestipino
Robert D. Yusko, Jr.
Frieda A. Van Deusen

Ms. Hamilton made a motion, seconded by Ms. Chapman, that the Board of Education accept the Board Agenda with changes proposed as follows:

AGENDA ACCEPTED

Consensus Agenda Item #12.1.4 should read “half-year” and not “full-year”

Under New Business add Agenda Item #14.1.1 – Board Member Absences

Ayes – 4

Nays – 0

MOTION CARRIED

Board Member Carrie Otty arrived at Board Meeting at 7:07 p.m.

CARRIE OTTY

Student Representative Meagan Pinkowski reported on several student activities as follows:

STUDENT REP.’S

Field Day

Varsity Club Blood Drive

National Honor Society – Inducted 29 new members on May 22nd

Junior Class Car Wash – May 18th 9am-12 noon. Rain date 6/1/13

Budget Hearing/Public Forum – Interim Board President Kelly Frank spoke in regard to the 2013-2014 proposed budget of \$43,416,302 with a tax levy of 4.79%.

BUDGET HEARING/
PUBLIC FORUM

Superintendent Maria Suttmeier informed those present that the proposed buyer of the Claverack School had withdrawn their offer. The money from the sale of the building had already been included in the revenue side of the proposed budget and the district was prepared to deliver on its promises within the proposed budget. There was also another offer made for the building and our realtor was looking into that possibility. However, in the meantime, we are receiving income from the Court House and will continue to until the end of December and possibly for a few months into next year. The district is aggressively seeking to sell both the Claverack and Greenport buildings.

Business Manager Robert Yusko reviewed some budget highlights pertaining to the increase in costs related to salaries and benefits for our personnel. *(Due to the depth and breadth of the responses to public forum questions, highlights of Mr. Yusko’s responses are attached.)*

PUBLIC DISCUSSION

Wayne Francis – Asked about the layoff of full-time and part-time teacher aides. The Board confirmed the layoff of four full-time aides and that they would be offered the part-time positions.

Mr. Cincotti – Asked questions in regard to negotiating with each of our Units regarding health insurance benefit plans and also asked questions in regard to our debt service. Mr. Yusko gave a detailed response, as attached.

Mr. Slater – Asked if the budget were voted down would the sports program be cut and why the Board would have to cut that from the budget. A discussion regarding the options was held.

Mrs. Selha Graham Cora – Asked a question in regard to page 23, the transportation portion of our budget. Mr. Yusko responded that the lesser amount shown as Pupil Transportation was the Transportation Supervisor’s salary and the larger amount shown was the total contractual transportation figure for the district.

Mrs. Udell – Informed us that fliers were being placed all around the community to encourage community members to get out and vote on May 21st and volunteers have been recruited to make phone calls to district residents to ask them to vote.

INSTRUCTIONAL CONVERSATIONS

April Prestipino led the conversation in regard to the proposed Regents Research Paper. The proposed amendment would require all students first entering Grade 9 in the 2013-2014 school year and thereafter be provided with a high school English course of study aligned to the Common Core Learning Standards and pass the new Regents Exam in ELA to meet graduation requirements. It would also require students to complete a Regents Research Paper in order to take the Regents Exam in ELA.

EXECUTIVE SESSION

On a motion by Ms. Frank, with a second by Ms. Hamilton, the Board of Education approves switching the second Executive Session (agenda item #15.1) with the first Executive Session (agenda item #7.0).

Ayes – 5 Nays – 0 MOTION CARRIED

EXECUTIVE SESSION

On a motion by Ms. Otty, with a second by Ms. Chapman, the Board of Education went into Executive Session at 8:00 p.m. to discuss Superintendent’s contract; matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation; discussions regarding proposed, pending or current litigation, Real estate/market value.

Ayes – 5 Nays – 0 MOTION CARRIED

April Prestipino and Robert Yusko were excused from executive session at 8:24 p.m.

Maria Suttmeier was excused from executive session at 8:25 p.m. and invited to return to executive session at 8:45 p.m.

The Board of Education came out of Executive Session at 8:50 p.m. on a motion by Ms. Hamilton, with a second by Ms. Otty.

Ayes – 5 Nays – 0 MOTION CARRIED

INTERNATIONAL FESTIVAL

Teacher Beverly Hayles and several students spoke briefly about the International Festival to be held on May 22nd in the Hudson High School cafeteria.

PERSONNEL AGENDA ITEMS 8.1.1-8.1.4

On a motion by Ms. Hamilton, with a second by Mr. Rice, the Board of Education approves personnel agenda items 8.1.1-8.1.4, as attached.

Ayes – 5 Nays – 0 MOTION CARRIED

PERSONNEL AGENDA ITEM 8.1.14A HAND CARRY

On a motion by Ms. Hamilton, with a second by Mr. Rice, the Board of Education approves employment contract with William Clark, Network Systems Engineer, as attached.

Ayes – 5 Nays – 0 MOTION CARRIED

POSITIVE NOTES CONT'D.

- Envirothon team scored the highest in Columbia County in a recent competition and will now represent the County at the State level
- Mr. McDarby received the “Teacher of the Year” award from the National Honor Society students
- 29 students were inducted into the National Honor Society
- Hudson City School District placed 2nd in the County Mock Trials
- The Multi-cultural Festival will be held May 22nd in the HHS cafeteria

**CONSENSUS AGENDA
ITEMS 12.1.1-12.1.6**

On a motion by Ms. Hamilton, with a second by Mr. Rice, the Board of Education approves consensus agenda items 12.1.1-12.1.6, as follows:

Ayes – 5

Nays – 0

MOTION CARRIED

**APPROVED BOARD
MINUTES #22**

Be It Resolved, that the Board of Education approves Board Meeting Minutes #22, dated April 23, 2013, pages 3385-3388.

**HEALTH SERVICE
CONTRACT – EAST
GREENBUSH**

Be It Resolved, that the Board of Education approves a health services contract with the East Greenbush Central School District, effective September 4, 2012 through June 30, 2013, for 16 Hudson City School District students attending Holy Spirit School in East Greenbush in the amount of \$624.78 per student, for a total of \$9,996.48.

**INTRODUCTION TO
STATISTICS COURSE**

Be It Resolved, that the Board of Education approves a half-year “Introduction to Statistics” course for HHS juniors and seniors beginning September 2013, as attached, as recommended by the Superintendent.

**FRESHMEN ACADEMIC
WRITING COURSE**

Be It Resolved, that the Board of Education approves a half-year, ½ credit “Freshmen Academic Writing” course for 9th graders beginning September 2013, as attached, as recommended by the Superintendent.

**HHS ENVIROTHON TEAM
FIELD TRIP**

Be It Resolved, that the Board of Education approves the attached field trip request for six (6) students from the HHS Envirothon Team to attend the 2013 New York State Envirothon in Morrisville, NY, on May 30-31, 2013, at no cost to the district, as recommended by the Superintendent.

CSE & CPSE PLACEMENTS

Be It Resolved, that the Board of Education arranges for placement of students with disabilities as amended (CSE and CPSE meetings held on February 27, 28, March 3, 26, April 15, 22, 23, 24, 25, 29, May 3, 2013).

CSI REPORT

April Prestipino, Coordinator of School Improvement, thanked the Board of Education for the creation of the two new courses, “Introduction to Statistics” and “Freshmen Academic Writing”.

CASDA Review of JLE – Mrs. Prestipino reported that the review went very smoothly and the children’s comments were great. When the overarching statements from the review become available we will share them with the Board of Education.

Summer Institute – Overview of Draft Agenda – The dates for the Summer Institute are:
June 24, 25, 26, 2013 – Grades 7-12

July 23, 24, 25, 2013 – Grades K-6

NEW BUSINESS

Board Member Absences – The Interim Board President, Kelly Frank, requested that any Board Member who is not going to attend a Board Meeting contact both the Superintendent and the Board President to let them know.

ADJOURNMENT

On a motion by Ms. Hamilton, with a second by Mr. Rice, the Board of Education meeting was adjourned at 9:27 p.m.

Ayes – 5

Nays – 0

MOTION CARRIED

8.1.1 SUMMER CURRICULUM DEVELOPMENT WORK APPOINTMENTS

	Last Name	First Name	Curriculum Project	Effective Date	Stipend	Notes
A.	Tassinari	Samuel	Grade 9, "Freshmen Writing Course"	Summer 2013	\$800.	Funding via Curriculum Code A2010.155
B.	Clark Dolan Spanakos VanAlphen	Lynn Elizabeth Angela Cynthia	Grade 5, "Social Studies"	Summer 2013	\$1,300. (\$325. each)	Funding via Curriculum Code A2010.155
C.	Barnes Cordato Sweet Zlomek Rutkey Ohl	Beth Laurie Deborah Michelle Kristen Teresa	Grades K-2, "Fluency Targets Based on CCLS"	Summer 2013	\$1,800. (\$300. each)	Funding via Curriculum Code A2010.155
D.	Hungerford Parmentier	Susan Marlene	Grade 4, "Literacy in Math"	Summer 2013	\$600. (\$300. each)	Funding via Curriculum Code A2010.155
E.	Kipp Wheeler	Diana Deborah	Grade 4, "Writing Across the Curriculum"	Summer 2013	\$600. (\$300. each)	Funding via Curriculum Code A2010.155
F.	Pare	Brenda	Grade 9, "Algebra"	Summer 2013	\$300.	Funding via Curriculum Code A2010.155
G.	Goldstien	Emily	Grade 7, "7 th Grade Math"	Summer 2013	\$300.	Funding via Curriculum Code A2010.155
H.	Hanley	Jill	Grade 3, "Updating Social Studies Assessments to Reflect Common Core"	Summer 2013	\$300.	Funding via Curriculum Code A2010.155

8.1.2 CREATE POSITIONS TO COVER CSE/CPSE SUMMER MEETINGS

	Mandated Members	Location	Rate of Pay	Effective Dates	Notes
A.	Special Education Teachers	District-wide	Contractual Rate	7/1/13-8/31/13	Funding via Special Education Funds
B.	General Education Teachers	District-wide	Contractual Rate	7/1/13-8/31/13	Funding via Special Education Funds
C.	Occupational Therapist/COTA	District-wide	Contractual Rate	7/1/13-8/31/13	Funding via Special Education Funds
D.	Physical Therapist	District-wide	Contractual Rate	7/1/13-8/31/13	Funding via Special Education Funds
E.	School Psychologist/Social Worker/Counselor	District-wide	Contractual Rate	7/1/13-8/31/13	Funding via Special Education Funds
F.	Speech Pathologists	District-wide	Contractual Rate	7/1/13-8/31/13	Funding via Special Education Funds

8.1.3 PSYCHOLOGIST SUMMER APPOINTMENTS

	Last Name	First Name	Position	Days	Rate of Pay	Effective Dates	Notes
A.	Appelbaum	Kerri	Psychologist	Total of 5 days. Additional time if needed (not to exceed the contractual 10 days).	Contractual Rate	7/1/13-8/31/13	To meet the requirements of timely SPED evaluations and summer CSE/CPSE meetings
B.	Clark	Eric	Psychologist	Total of 5 days. Additional time if needed (not to exceed the contractual 10 days).	Contractual Rate	7/1/13-8/31/13	To meet the requirements of timely SPED evaluations and summer CSE/CPSE meetings
C.	Hanley	Jason	Psychologist	Total of 5 days. Additional time if needed (not to exceed the contractual 10 days).	Contractual Rate	7/1/13-8/31/13	To meet the requirements of timely SPED evaluations and summer CSE/CPSE meetings
D.	Lanuto	Joanne	Psychologist	Total of 5 days. Additional time if needed (not to exceed the contractual 10 days).	Contractual Rate	7/1/13-8/31/13	To meet the requirements of timely SPED evaluations and summer CSE/CPSE meetings
E.	Plaia	Kristin	Psychologist	Total of 5 days. Additional time if needed (not to exceed the contractual 10 days).	Contractual Rate	7/1/13-8/31/13	To meet the requirements of timely SPED evaluations and summer CSE/CPSE meetings

8.1.4 EXTRA-CURRICULAR ADVISOR/DIRECTOR APPOINTMENTS 2013-2014

	Last Name	First Name	Position	Location	Stipend	Effective Date
A.	Antonelli	Michael	Extra Class Funds HHS Treasurer	SHHS	\$4,046.	2013-2014 school year
B.	Miller	Ellen	Extra Class Funds HHS Auditor	SHHS	\$368.	2013-2014 school year
C.	Rees	Lucy	Extra Class Funds JHS Treasurer	HJHS	\$1,309.	2013-2014 school year
D.	Dykeman	Bonnie	Extra Class Funds JHS Auditor	HJHS	\$368.	2013-2014 school year
E.	Albino	Elizabeth	Senior Class Co-Advisor	SHHS	\$743.	2013-2014 school year
F.	Payne	Vernon	Senior Class Co-Advisor	SHHS	\$743.	2013-2014 school year
G.	Albino	Elizabeth	Art Club Advisor	SHHS	\$813.	2013-2014 school year
H.	McDarby	James	Environmental Club Advisor	SHHS	\$813.	2013-2014 school year
I.	Naramore	Sally	Mock Trial Advisor	SHHS	\$813.	2013-2014 school year
J.	Zincio	Nancy	S.A.D.D. Advisor	SHHS	\$813.	2013-2014 school year
K.	Flint	Jessica	Varsity Club Advisor	SHHS	\$813.	2013-2014 school year
L.	Mastrianni	Andrea	Drama Club Director	SHHS	\$1,978.	2013-2014 school year
M.	Rees	Lucy	Drama Club Assistant Director	SHHS	\$988.	2013-2014 school year

HUMAN RESOURCE OFFICE**PERSONNEL AGENDA****May 13, 2013**

N.	Flint	Jessica	National Honor Society Co-Advisor	HSHS	\$494.	2013-2014 school year
O.	Rom	Kathleen	National Honor Society Co-Advisor	HSHS	\$494.	2013-2014 school year
P.	Rees	Lucy	Jr. National Honor Society Co-Advisor	HJHS	\$479.50	2013-2014 school year
Q.	Abitabile	Meghan	HHS Yearbook Co-Advisor and Co-Assistant Advisor	HSHS	\$2,927.50	2013-2014 school year
R.	Flint	Jessica	HHS Yearbook Co-Advisor and Co-Assistant Advisor	HSHS	\$2,927.50	2013-2014 school year
S.	Dwyer	Lisa	JHS Yearbook Advisor	HJHS	\$1,845.	2013-2014 school year
T.	Cipollari	Theresa	HHS Newspaper Advisor	HSHS	\$2,963.	2013-2014 school year
U.	Near	Phelicia	HHS Newspaper Assistant Advisor	HSHS	\$1,234.	2013-2014 school year
V.	Beyer	Jack	Robotics Advisor	HSHS	\$1,840.	2013-2014 school year
W.	Buhler	Bruce	Robotics Assistant Advisor	HSHS	\$1,260.	2013-2014 school year
X.	Abitabile	Meghan	Student Council Co-Advisor	HSHS	\$679.	2013-2014 school year
Y.	Factor	Shannon	Student Council Co-Advisor	HSHS	\$679.	2013-2014 school year
Z.	Antonelli	Michael	Chemical Hygiene Officer	HSHS	\$1,910.	2013-2014 school year
AA.	Ringer	Gordon	Band Director	HSHS	\$1110.	2013-2014 school year
BB.	Mastrianni	Andrea	Choir Director	HSHS	\$622.	2013-2014 school year

8.1.5 FOOD SERVICE TEMPORARY APPOINTMENT

	Last Name	First Name	Position	Location	Hours/Rate of Pay	Effective Date	Notes
A.	Klima	Donna	Temporary Head Cook/Cafeteria Mgr.	MCSIS	6.5 hours per day; 7 a.m.-1:30 p.m. @ \$16.67 per hour	5/20/13	For the purpose of training for anticipated vacancy. Posting #N032013-38.

8.1.6 NON-INSTRUCTIONAL STAFF RESIGNATION

	Last Name	First Name	Position	Location	Years of Service	Effective Date
A.	Whitworth	Patricia	Clerk/Typist	JLE	6	4/15/13

8.1.7 SUPPORT STAFF RESIGNATION FOR THE PURPOSE OF RETIREMENT**

	Last Name	First Name	Position	Location	Years of Service	Effective Date
A.	Clapp	Rebecca	Cafeteria Manager	MCSIS	27	Close of business on 6/22/13

8.1.8 SUPPORT STAFF RESIGNATION

	Last Name	First Name	Position	Location	Years of Service	Effective Date
A.	Meredith	Kendall	Occupational Therapy Consultant	District-wide	16	Close of business on 6/19/13

8.1.9 SUPPORT STAFF HOURLY CHANGE

	Last Name	First Name	Position	Location	New Hours	Former Hours	Effective Date	Notes
A.	Pepper	Amanda	SPED Aide	JLE	9.5	6.5	5/6/13	To accommodate new requirements on student's IEP. (The need for a 1:1 bus aide for the safety of the student and others).

8.1.10 SUPPORT STAFF PROBATIONARY PERIOD EXTENSION

	Last Name	First Name	Position	New Probationary End Date	Former Probationary End Date	Notes
A.	Figueroa	Caridad	Food Service Helper	6/30/13	5/7/13	Extension of 12-week probationary period

8.1.11 SUBSTITUTE STAFF APPOINTMENTS

	Last Name	First Name	Position	Certification	Rate of Pay	Effective Date
A.	Servider	Antanette	Substitute Teaching Assistant	Non-Certified	\$10.83 per hour	4/22/13
B.	Gaylord	Emily	Substitute Teacher	Non-Certified	\$65.00 per day	5/14/13
C.	Hoque	Rezwana	Substitute Teacher Substitute Teaching Assistant	Non-Certified	\$65.00 per day \$10.83 per hour	5/14/13

8.1.12 SUBSTITUTE STAFF RESIGNATION

	Last Name	First Name	Position	Effective Date
A.	Lawson	Amanda	Substitute Teacher Substitute Teaching Assistant	5/14/13

8.1.13 EXTRA-CURRICULAR SPORTS APPOINTMENTS*

*******8.1.13 C – DID NOT PASS*******

	Last Name	First Name	Position	Season	Stipend	Effective Date
A.	Yorck	Brian	Boys' Varsity Soccer Coach	Fall	\$3711.	5/14/13
B.	Tomaso	Mark	Boys' Modified Soccer Coach	Fall	\$2623.	5/14/13
C.	Bowes	Kevin	Girls' Varsity Soccer Assistant Coach	Fall	\$2996.	5/14/13

All appointments are subject to and shall not constitute employment by the District unless and until clearance for employment has been received from the State Education Department relating to fingerprinting and criminal history record check of the prospective school employee, where required by law.

***Appointments are contingent upon successful completion of CPR, AED & First Aid for Coaches.**

****On behalf of the Superintendent of Schools and the Board of Education of the Hudson City School District, I would like to extend our best wishes to you for a long, happy, and healthy retirement.**

HUDSON CITY SCHOOL DISTRICT
REGULAR BOARD OF EDUCATION MEETING
MAY 13, 2013

BUDGET HEARING/PUBLIC FORUM

Robert Yusko, School Business Executive, responded as follows to questions recently presented to the Board at a previous board meeting:

Question pertaining to the Administrator's Contract and presenting only the savings

- The \$21,000 in savings is what the District would recognize in the 2013-2014 year from the active employees health insurance switch. If we take into account retired administrators, the savings would actually be \$41,086 in 2013-2014 alone.
- The District cannot increase the health insurance contributions paid by retirees, all we can do is switch health plans, and in order to do that, the active unit must agree to a plan switch.
- On our most popular plan, the PPO-812, 305 out of 338 or 90% of retirees (spouse's included, don't contribute a penny).
- This plan costs the District roughly \$2.7 million. This also doesn't include roughly \$400,000 in retiree Medicare reimbursement.

The issue of only presenting the savings associated with the newly negotiated administrator's contract has also been brought up.

- The terms of the previous contract compared to the current one. **Previously, the administrators' contract contained the following contractual raises:**

Year 1 - \$4,400
Year 2 - 4.4%
Year 3 - \$4,400
Year 4 - 4.4%

The health plan was also the PPO-812, with an Rx plan of \$2/5. The employee contributions for this health plan were also 12%, which resulted in an average cost to the district of roughly \$23,000 for a family plan. Dental and vision insurance contributions were also 0%, which is roughly \$13,300 a year for a family plan.

- **Certainly, the new contract provides for pay increases.**

Year 1 - 2%
Year 2 - 4%
Year 3 - 4%
Year 4 - 4%

- We also gained by switching not only active employee health plans, but retiree health plans as well. The folks who retired under an administrator contract are locked in at the rate at which they exited active employment.
- There are 14 retirees who are covered under this plan, 3 who are spouses of past employees. Their rates can never be increased so the district is only able to switch the plans of the active employees and the retirees follow suit.

- Under the new PPO-815, the cost for a family plan is roughly \$20,000 and the cost for a dental and vision family plan is roughly \$9,300 a year. Employee contributions for dental and vision insurance also increased to 30% from 0%, which is projected to save roughly \$13,000 over the life of the contract.

Assuming the prior contractual terms were carried forward throughout the life of the new contract, the District would have lost out on over \$200,000. Compared to the previous contract that the administrators' unit and the District had in place, the District is actually saving about \$230,000.

As previously noted, we have a very large cost for retiree health insurance in this district. These are perpetual benefits that only stop when the beneficiary dies. It is of the utmost importance to begin to curtail the benefits that are offered now and not down the road. The fact that these active employees provide the only way to realize a savings from retired folks, the raises given are fair.

- **If every employee in the District switched to the plan that the administrator's switched to, every retiree in the district would have to switch and the District would immediately realize a savings of over \$1 million. This savings of over \$1 million also does not take into account the potential of an active employee contribution percentage increase.**

This is more than just giving raises for health insurance concessions. The District's financial future depends in large part to what our OPEB liability. As of July 1, 2011, according to the District's most recent actuarial valuation, the OPEB plan was 0% funded, and the unfunded actuarial accrued liability was \$99,994,980. This is staggering, and it shows the necessity and urgency in which the District needs to begin to move on health insurance benefits today and not in the future.

Question pertaining to the unfair assumption that other bargaining units will agree to similar negotiations

The bottom line is, the District leadership realizes that this is the only real way that we can see some savings and cost containment and we certainly cannot guarantee that every bargaining unit will agree to the switch, but we can guarantee that it will be the subject of future negotiations.

Question pertaining to the sale of the Claverack School for \$390,000 and a question of our profit being much less due to the outstanding bond service on its capital projects.

Since the District has debt service payments in its budget every year, every dollar realized from the sale of a building would be used to offset those debt payments. Therefore it would ultimately help our general fund and taxpayers to sell a building that is not being used by the District. It should not be viewed as a situation to gain profit since we are a public school that operates as a tax exempt organization with no intent to make a profit.