

HUDSON CITY SCHOOL DISTRICT
REGULAR BOARD OF EDUCATION MEETING
NOVEMBER 24, 2014 – 6:30 P.M.
HUDSON HIGH SCHOOL LIBRARY

Minutes Meeting #9

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The regular meeting of the Hudson City School District Board of Education was held on November 24, 2014 at the Hudson High School Library, 215 Harry Howard Ave., Hudson, NY.

PLEDGE OF ALLEGIANCE

The meeting was called to order by President Peter Rice at 6:30 p.m. with the following Board Members in attendance:

PRESENT:

Peter A. Rice, Jr.
Sage Carter
Tiffany Hamilton
Maria McLaughlin
Carrie Otty
Derrick Smart (arrived at 7:40 p.m.)
Atia Begh, Student Representative

ABSENT:

David Kisselburgh

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. Otty, that the Board of Education accepts the Board Agenda with the addition of two items to the Consensus Agenda: Items H & I.

AGENDA ACCEPTED

Ayes – 5 Nays – 0 **MOTION CARRIED**

On a motion by Ms. Hamilton, with a second by Ms. Otty, the Board of Education went into Executive Session at 6:31 p.m. to discuss teacher, clerical and custodial negotiations and the employment history of a particular person(s).

EXECUTIVE SESSION

Ayes – 5 Nays – 0 **MOTION CARRIED**

The Board of Education came out of Executive Session at 7:30 p.m. on a motion by Ms. Hamilton with a second by Ms. Otty.

Ayes – 5 Nays – 0 **MOTION CARRIED**

Student Representative Report – Atia Begh, Student Representative to the Board, reported on the recent Parent-Teacher Conference, PBIS Luncheon, student art work that will be on display at the Hudson Winter Walk, students from HHS selected as Rotary Students of the Month, and many other activities taking place in our district.

**STUDENT REP'S.
REPORT**

Recognition/Presentation: Bruce Potter and Dan Kalbfliesh from Berkshire Union Free School District were present to update the Board on The Bridge program and student achievement. Mr. Potter also informed the Board about the plans for the new location at 11 Warren St. of The Bridge program and the workforce development program. Mr. Kalbfliesh discussed the current challenges, opportunities, and a continuous improvement process. John Irwin, one of our students attending The Bridge program, shared his experience and the positive affect it is making in his life.

PRESENTATION

Board Member Derrick Smart arrived at the meeting at 7:40 p.m.

DERRICK SMART

On a motion by Ms. Hamilton, with a second by Ms. Otty, the Board of Education approves personnel agenda items A-N, as attached.

PERSONNEL AGENDA

Ayes – 6 Nays – 0 **MOTION CARRIED**

Recognition and Welcome of New Staff – There was no new staff present at the meeting.

OLD BUSINESS

Committee Reports:

1. **Audit** – No Report
2. **Budget** – Ms. Hamilton indicated that a Budget Development Timeline for 2015-2016 had been developed and would be presented for approval under the consensus agenda this evening.
3. **Facilities** – Mr. Kisselburgh was absent and therefore no report presented
4. **Policy** – The following policies were reviewed, changes to be made were noted, and the policies will be brought to the Board at a future meeting for 1st reading.

Policy 2300 School Board Meetings Bylaw
Policy 2310 Regular Meetings
Policy 2320 Special Meetings
Policy 2330 Executive Sessions

Substitute Pay Comparisons – Supt. Suttmeier reviewed the Substitute Teacher Per Diem Rate Comparisons with the Board and recommended increasing the rates as follows:

Non-Certified - From \$65 to \$70 per day – After 20 days \$80
Certified – From \$85 to \$90 per day – After 20 days \$95
Retired - \$100 per day (No Change)

PUBLIC FORUM

No one signed up to speak at this time.

BUSINESS EXEC. REPORT

No report presented.

CSI REPORT

April Prestipino, Coordinator of School Improvement, reviewed the district's RtI (Response to Intervention) purpose, the NYSED Rationale for Using RtI, Working Definition of RtI, the Framework and RtI as a Multi-Levelled Prevention Model. The District has created a Design Team comprised of 9 teachers and 4 administrators who will meet once a month to develop a systemic, district-wide approach to implementing RtI in grades K-8.

SUPERINTENDENT'S REPORT

Celebrating What's Right - Supt. Suttmeier reported on the following:

The wonderful Thanksgiving event hosted by the Family Literacy program that she and Mr. Rice attended. For the first time a survey in Bengali language was presented for attendees to complete at the event.

The district is on Facebook.

Our Junior National Honor Society collected food for 28 families for Thanksgiving.

44 students are going strong in the YES Program.

Board Members Peter Rice, Sage Carter and Supt. Suttmeier attended the Staley Keith Youth Justice Forum.

BOE PRESIDENT'S REPORT

Peter Rice, Board President, thanked the Board for the opportunity to attend the NYSSBA Annual Convention in NYC in late October and the very informative sessions he attended while at the convention.

Mr. Rice also reviewed the Questar III Workshop with Commissioner King that he attended on November 15th with Mr. Spicer.

CONSENSUS AGENDA ITEMS A & B APPROVED

On a motion by Ms. Hamilton, with a second by Ms. Otty, the Board of Education approves consensus agenda items A & B as follows:

Ayes – 5 Nays – 0 Abstentions – 1 Mr. Smart MOTION CARRIED

BOARD MINUTES #8 APPROVED

Be It Resolved, that the Board of Education approves Board Meeting Minutes #8, dated November 10, 2014, pages 3532-3535.

Be It Resolved, that the Board of Education accepts a donation, as attached, of a refrigerator/freezer valued at \$150.00 from Courtney Thorpe for use in the John L. Edwards Primary School staff lounge and directs the Board Clerk to send a thank you.

DONATION ACCEPTED
C. THORPE

Be It Resolved, that the Board of Education, on a motion by Ms. Hamilton, with a second by Ms. Otty, establishes the per diem rates for teacher substitutes as follows, effective January 1, 2015.

TEACHER SUBS
PER DIEM RATES

		After 20 days in <u>the same position</u>
Uncertified	70	80
Certified	90	95
NYS Certified Retired Teacher	100	100

Ayes – 6 Nays – 0 MOTION CARRIED

Be It Resolved, that the Board of Education, on a motion by Ms. Hamilton, with a second by Ms. Otty, approves the attached 2015-2016 Budget Development Timeline.

2015-16 BUDGET
DEVELOPMENT
TIMELINE

Ayes – 6 Nays – 0 MOTION CARRIED

Be It Resolved, that the Board of Education of the Hudson City School District, on a motion by Ms. Hamilton, with a second by Ms. Otty, appoints Joseph Wooley as the Hearing Officer for the Section 75 charges brought against Employee No. 1002, and any amendments thereto.

HEARING OFFICER
APPOINTED

Ayes – 5 Nays – 0 Abstentions – 1 Mr. Smart MOTION CARRIED

Be It Further Resolved, that the Board of Education, on a motion by Ms. Hamilton, with a second by Ms. Otty, hereby suspend Employee No. 1002 without pay, for a period of thirty (30) days, pending the hearing and determination of the charges. If Employee No. 1002 is acquitted of the charges, the employee will be restored to full pay for the period of suspension without pay, less the amount of any unemployment benefits the employee may have received during such period.

EMPLOYEE #1002

Ayes – 1 Mr. Rice Nays – 4 Ms. Hamilton Abstentions – 1 Mr. Smart MOTION FAILED TO PASS

Ms. Otty
Ms. McLaughlin
Ms. Carter

Be It Resolved, that the Board of Education, on a motion by Ms. Hamilton, with a second by Ms. Otty, arranges for placement of students with disabilities (CSE and CPSE meetings held on October 30, November 3, 5, 7, 12, 13, 14, 18, 19, 21, 2014)

CSE & CPSE
PLACEMENTS

Ayes – 6 Nays – 0 MOTION CARRIED

Be It Resolved, on a motion by Mr. Rice, with a second by Ms. Hamilton, that the resolution passed by the Board of Education on October 20, 2014 relating to retiree health insurance for former unit members of the CSEA, Local 1000 AFSCME, AFL-CIO, Columbia County Local 811, Custodial & Maintenance Unit, shall be amended to provide that former unit members that retired from the District prior to September 22, 2014 shall revert to no premium contribution in retirement. The remainder of the resolution shall remain unchanged.

AMEND CUSTODIAL
RESOLUTION OF
10/20/14

Ayes – 6 Nays – 0 MOTION CARRIED

On a motion by Mr. Rice, with a second by Ms. Hamilton, the Board of Education approves the attached Memorandum of Agreement between the Hudson City School District and the CSEA, Local 1000 AFSCME, AFL-CIO Columbia County Local 811, Custodial and Maintenance Unit.

CUSTODIAL MOA
APPROVED

Ayes – 6 Nays – 0 MOTION CARRIED

New Business: Community Board Meetings – Ms. Hamilton spoke in regard to the possibility of future board meetings being held in different locations around the community. A discussion followed and Ms. Hamilton will look into a few possible locations for future meetings and report back to the board.

NEW BUSINESS

NYSSBA Winter Law Conference – Board Member Maria McLaughlin was granted approval by the Board to attend the NYSSBA Winter Law Conference in Albany on December 9th. 3020A's, APPR and tenure are some of the topics that will be discussed at the conference.

PUBLIC FORUM

No one signed up to speak at this time.

UPCOMING MEETINGS

BOE Meetings/Training Dates:

Monday, December 8 – Curriculum Workshop at 6 p.m. – JLE Cafeteria

Monday, December 8 – Regular Board Meeting at 7 p.m. – JLE Cafeteria

Monday, December 22 – Regular Board Meeting at 7 p.m. – HS Library

Committee Meetings:

Wednesday, December 17 – Facilities Committee at 3 p.m. – District Office

Wednesday, December 17 – Policy Committee at 4 p.m. – District Office

EXECUTIVE SESSION

There was no need to go into Executive Session at this time.

ADJOURNMENT

The meeting was adjourned at 9:13 p.m. on a motion by Ms. Hamilton, with a second by Ms. Otty.

Ayes – 6

Nays – 0

MOTION CARRIED

DERRICK SMART

Mr. Smart left the meeting at 9:13 p.m.

MEETING RECONVENED

Immediately following adjournment it was noted that board action on personnel agenda item 7. O., as attached, was inadvertently overlooked by the board and therefore on a motion by Ms. Hamilton, with a second by Ms. McLaughlin, the meeting was reconvened at 9:18 p.m.

Ayes - 5

Nays – 0

MOTION CARRIED

**PERSONNEL AGENDA
ITEM 7.O.**

On a motion by Ms. Hamilton, with a second by Ms. McLaughlin, the Board of Education approves personnel agenda item 7.O., as attached.

Ayes – 5

Nays – 0

MOTION CARRIED

ADJOURNED

On a motion by Ms. Hamilton, with a second by Ms. McLaughlin, the Board of Education meeting was adjourned at 9:20 p.m.

Ayes – 5

Nays – 0

MOTION CARRIED

7.

A. UNPAID FMLA LEAVE OF ABSENCE

	Last Name	First Name	Position	Location	Effective Dates	Notes
A.	Welch	Barbara	Certified OT Assistant	JLE	12/08/14-6/25/15	Unpaid FMLA Days will be taken intermittently

B. INSTRUCTIONAL STAFF SUPERVISION APPOINTMENT

	Last Name	First Name	Position	Location	Hours	Rate of Pay	Effective Date	Notes
A.	Dederick	Wendy	Saturday School Supervision	HJHS	3	\$39.00 per hour	2014-2015 school year	As needed

C. LONG TERM SUBSTITUTE APPOINTMENT

	Last Name	First Name	Position	Location	Rate of Pay	Effective Dates	Notes
A.	Purvis	Karen	Long-Term Substitute Special Education Teacher	JLE	\$85.00 per day	12/01/14-1/09/15	To cover a teacher's medical leave Posting #103114-23

D. TEACHER AIDE APPOINTMENT

	Last Name	First Name	Position	Type of Appointment	Location	Hours	Rate of Pay	Effective Date	Notes
A.	Clarke	Marsha	Teacher Aide	Probationary period no more than 52 weeks	HSHS	6.25	\$8.44 per hour	11/25/14	To replace L. Proper who resigned

HUMAN RESOURCES

Personnel Agenda

November 24, 2014

E. TEACHER AIDES INCREASE IN HOURS

	Last Name	First Name	Position	Location	Current Hours	New Hours	Effective Date	Notes
A.	Thorpe	Courtney	Teacher Aide	JLE	6.50 hours per day	Up to 7.75 hours per day	11/14/14	To cover the return of children on their bus to JLE to wait for parent pickup
B.	Genito	Nicole	Teacher Aide	JLE	6.50 hours per day	Up to 7.75 hours per day	11/13/14	As needed to cover the return of children on their bus to JLE to wait for parent pickup

F. SUPPORT STAFF UNPAID LEAVE OF ABSENCE

	Last Name	First Name	Position	Location	Days	Effective Dates	Notes
A.	Almstead, Jr.	Gregory	Teacher Aide	JLE	60 days	1/05/15-4/13/15 (tentative end date)	Unpaid LOA for academic reasons

G. ABOLISH SUPPORT STAFF POSITION

	Position	Location	Effective Date	Notes
A.	1:1 Teacher Aide position	MCSIS	11/25/14	Student requires more specialized services

H. SUBSTITUTE STAFF APPOINTMENTS

	Last Name	First Name	Position	Certification	Rate of Pay	Effective Date
A.	Suttmeier	Michelle	Substitute Teacher	Not Certified	\$65.00 per day	11/25/14
B.	Hoysradt	Robin	Clerical Substitute	N/A	\$16.16 per hour	11/25/14

I. REMOVE FROM SUBSTITUTE LIST

	Last Name	First Name	Position	Effective Date	Notes
A.	Clarke	Marsha	Substitute Teacher Aide	11/25/14	Appointed to a full-time position

J. CREATE AFTERSCHOOL PROGRAM SUPPORT STAFF POSITIONS

	Position	Location	Hours/Rate of Pay	Effective Date	Notes
A.	2 - 1:1 Teacher Aides for the Afterschool Program	JLE	Mon.-Fri., 2:15 p.m.-5:30 p.m. when student is in attendance at the program at \$12.50 per hour or contractual rate of pay	11/12/14-6/25/15	To meet the needs and requirements of student's IEPs

K. 21ST CENTURY PROGRAM STUDENT HELPER APPOINTMENTS

	Last Name	First Name	Position	Hours/Rate of Pay (not to exceed 25 hrs. per wk.)	Effective Date	Notes
A.	Carr	Autuam	ASP Student Helper	\$15.00 per hour	11/25/14	Funding via Extended School Day Grant
B.	Carpenter	Oscar	ASP Student Helper	\$12.50 per hour	11/11/14	Funding via 21 st Century Grant

L. 21ST CENTURY PROGRAM INSTRUCTOR RESIGNATION

	Last Name	First Name	Position	Effective Date
A.	Groll	Barbara	ASP Instructor	10/29/14

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.

BOARD OF EDUCATION MEETING

NOVEMBER 24, 2014

HAND CARRY RESOLUTION(S)

7M. INSTRUCTIONAL SUBSTITUTE APPOINTMENTS

Last Name	First Name	Current Position	Location	Certification	Rate of Pay	Effective Dates	Notes
A. Adamo	Michelle	0.4 FTE speech pathologist	JLE	Certified	\$85.00	TBD in December	To cover a potential emergency medical leave
B. Parsons	Sarah	0.4 FTE speech pathologist	JLE	Certified	\$85.00	TBD in December	To cover a potential emergency medical leave

7N. INSTRUCTIONAL STAFF APPOINTMENT

Last Name	First Name	Position	Location	Type of Appointment	Probationary Period	Certification/Te nure Area	Type of Certificate	Salary Schedule	Salary	Notes
A. Crandall	Michelle	School Psychologist	JLE	2 - Year Probationary	1/05/15 – 1/04/17	School Psychologist/ School Psychologist	Permanent	MA Step 8 2013-14 rate pending negotiations	\$53,729 + 1.08 index (\$4298) = \$58,027	Posting #102214-22

7.O. Be It Resolved, that the Board of Education approve the agreement with teacher 1124, whose name is in the hands of the Board members, to extend the probationary period to January 31, 2016.