

**Hudson City School District
Board of Education Meeting
Monday, September 24, 2018 – 6:30 p.m.
Hudson Senior High School Library**

Minutes Meeting #6

A Regular Meeting of the Hudson City School District Board of Education was held on Monday, September 24, 2018, in the Hudson Senior High School Library, 215 Harry Howard Avenue, Hudson, NY.

CALL TO ORDER: The regular meeting was called to order by the Board President, Carrie Otty, at 6:35 p.m. with the Pledge of Allegiance. The following Board Members were in attendance:

- PRESENT:**
- Carrie Otty, Board President
 - Maria McLaughlin
 - Sage Carter
 - Linda Hopkins (arrived 6:33 p.m.)
 - Lucinda Segar (arrived 6:35 p.m.)
 - Kyle Ublacker, Student Representative
- ABSENT:** Willette Jones, Board Vice President

- ALSO PRESENT:**
- | | |
|--|----------------------------|
| Superintendent | Dr. Maria Lagana Suttmeier |
| Assistant Superintendent of School Improvement | April Prestipino |
| School Business Administrator | Sharifa Carbon |
| District Clerk and Clerk of the Board | Leslie Coons |

ACCEPTANCE OF AGENDA

Acceptance of Agenda: Board President, Carrie Otty, made a motion to accept the agenda with the following revisions:

- Executive Session is for the purpose of working on the superintendent evaluation. Board Member, Linda Hopkins, seconded the motion.

5 Ayes 0 Nays

MOTION CARRIED

STUDENT REPRESENTATIVE REPORT

Student Representative Report – Kyle Ublacker

Kyle Ublacker, Student Representative to the Board of Education, gave a brief report.

- College Tuesdays began last week.
- CASDA is sponsoring a college fair at Hudson Valley Community College this Wednesday. More than 400 colleges and military representatives will be present.
- Swimming Club has started. More students are interested in joining the team than last year.
- Shout out to Mr. Vorwald and the success he has had bringing back the Marching Band and his re-vamping of the entire music department.
- Student Council is bringing Field Day back to Spirit Week, October 9 through 12. The focus will be bonding and forging relationships between students and teachers. Various events are scheduled for the whole week, which will lead up to Homecoming.
- October 19, 2018 is Hispanic Heritage Night, sponsored by the Multicultural Club.

TITLE GRANTS PRESENTATION

Presentation: 2018-2019 Expenditure of Title Grants – April Prestipino

Mrs. Prestipino did a presentation showing the allocations and dollar amounts of Title Grants received by the District. Mrs. Prestipino also highlighted the changes from last year’s dollar amounts and how the money is used without impacting the annual general budget. Questions were answered and some clarification was made. Board Members thanked Mrs. Prestipino for the presentation.

PERSONNEL AGENDA

Personnel Agenda: Board President, Carrie Otty, made a motion to accept the personnel agenda, items 7A through T. Board Member, Maria McLaughlin, seconded the motion.

5 Ayes 0 Nays

MOTION CARRIED

Welcome New Staff: Dr. Suttmeier introduced Jennifer Econoupoly, the new school psychologist at the MC Smith Elementary School. Ms. Econoupoly was appointed at the September 10, 2018 board meeting, but was in Wyoming awaiting the text that she had been officially appointed so she could finish packing to make the move back to the Hudson Valley. Board Members welcomed Ms. Econoupoly to Hudson.

WELCOME NEW STAFF

There was no one signed up to speak during public forum.

Old Business:

OLD BUSINESS

- Vacant Board Seat

VACANT BOARD SEAT

Board Members heard from four candidates who submitted letters of interest to fill the board seat vacated by Sumayyah Shabazz. The appointed candidate will serve until May 21, 2018. If the appointed candidate is interested in running for a permanent seat, the individual would have to pick up a nominating petition to be placed on the ballot. District Clerk, Leslie Coons, explained the options for selecting and appointing a candidate.

- Discussion must be in public session,
- A ballot vote or hand vote can be done (Board members decided to do a ballot vote),
- Clarifying questions can be asked of the candidate(s),
- Board Members may discuss the desired qualities of what they are looking for in a candidate,
- The appointed candidate must receive a majority vote of the current board members (at least four votes),
- If there is not a unanimous vote, the vote can be tabled until a future meeting.

The four candidates were:

1. Ross Diener
2. Marta Eisner
3. Matt Parker
4. Charles "Chuck" Parmentier

APPOINT CHARLES "CHUCK" PARMENTIER

After hearing from all the candidates, and asking clarifying questions of each candidate, board members voted by ballot. Charles "Chuck" Parmentier was unanimously voted to be the new board member – 5 ayes, 0 nays. Mr. Parmentier will also serve on the Audit Committee in place of his predecessor. District Clerk, Leslie Coons, administered the Board Member Oath of Office to Mr. Parmentier, as he took a seat at the board member table.

Board Members graciously thanked the candidates and asked them to consider running for the next school board election. Nominating petitions will be available in late March.

Board Member, Linda Hopkins, left the meeting at 7:50 p.m.

POLICY COMMITTEE

- Policy Committee –

POLICY 5405E

1. Policy 5405E Student Wellness Exhibit – Fifth Reading
After discussing the final revisions made, Board Member, Lucinda Segar made a motion to adopt Policy 5405E. Board Member, Sage Carter, seconded the motion.
5 Ayes 0 Nays MOTION CARRIED

POLICY 1120-R

2. Policy 1120-R – School District Records Regulation – First Reading
A minor addition was done to allow for electronic records to serve as originals, so the purging of records can begin. Board Member, Lucinda Segar, made a motion to adopt Policy 1120-R. Board Member, Maria McLaughlin, seconded the motion.
5 Ayes 0 Nays MOTION CARRIED

**AUDIT COMMITTEE
SWEAR IN
CHARLES "CHUCK"
PARMENTIER**

- Audit Committee – District Clerk, Leslie Coons, administered the Oath of Office to Mr. Parmentier for the Audit Committee.

FACILITIES COMMITTEE

- Facilities Committee – Board Member, Sage Carter, reported that traffic congestion is easing at the elementary school as the public, busses and parents are getting used to the new traffic pattern. The lawn has been finished. A facilities committee meeting needs to be scheduled. A more detailed report will be given after a meeting.

BUSINESS OFFICE REPORT

Business Administrator's Report: Mrs. Sharifa Carbon, School Business Administrator, reported on the following:

- Scott Preusser will be returning to finish up the External Audit, after which the audit committee will be asked to meet.
- Wincap's Employee Self Service rolled out. Tweaks are being made.
- State Aide Reporting continues.

SCHOOL IMPROVEMENT REPORT

Assistant Superintendent of School Improvement Report: Mrs. Prestipino, Assistant Superintendent of School Improvement, reported she will attend her first AVID (Advancement Via Individual Determination) training as the District Coordinator, in Atlanta, Georgia next week. She is looking forward to the training.

SUPERINTENDENT REPORT

Superintendent's Report: Dr. Suttmeier, Superintendent, updated the board on the following:

CAPTIAL PROJECT

Capital Project – Phase II

- The Atrium is complete.
- The Targeted Pre-K room is finished and class started today.
- Fencing is complete around the basketball court.
- The fence around the primary playground will be finished and more rubber filled will be added.
- Bathrooms are expected to be complete by September 25, 2018.
- A Ribbon Cutting and Open House is in the works for November 6. It is a District Conference Day and classes will not be in session. Dr. Suttmeier asked the Board Members to let her know what time of day works best for her.

GENERAL UPDATES

General Updates –

- Dr. Suttmeier reported she attended a two day conference in Saratoga Springs as part of the Council of NYS Superintendents. Topics included APPR revisions and Implicit Bias.

CELEBRATING WHAT'S RIGHT

Celebrating What's Right –

- Administrators went to Shop Rite to Bag for Hunger last week. It was a hectic but fun time.
- Scott Vorwald has resurrected the Booster Club with the help of parents. The Booster Club had lost leadership and became inactive, but still had a balance in their fund account. The Club will order Marching Band Uniforms for starters.
- Josh Wallace, a varsity Bluehawk football play, ran over 300 yards at Friday's game. Not since Vince Hemmingway, 15 years ago, has Hudson had an athlete of such ability.
- All of the Bluehawk sports teams are excelling so far.

CONSENSUS AGENDA

Consensus Agenda: Board President, Carrie Otty, made a motion to accept Consensus Agenda items 14A through L. Board Member, Lucinda Segar, seconded the motion.

5 Ayes

0 Nays

MOTION CARRIED

- Be It Resolved, that the Board of Education accepts Board Meeting Minutes #5, dated September 10, 2018, pages 3951 through 3956, as attached.
- Be It Resolved, that the Board of Education approves the attached Universal Pre-Kindergarten Services Contract with Columbia Opportunities Inc. (Head Start) at a cost not to exceed \$3,000 per student, paid at the rate of \$300 per child per month for a maximum of nine (9) children enrolled in the program, commencing on September 5, 2018 and ending June 26, 2019.
- Be It Resolved, that the Board of Education approves the attached Shared Services Agreement with Taconic Hills Central School District to transport a district student to Astor Services for Children in Rhinebeck, NY, effective September 4, 2018 through June 28, 2019, at a cost of \$46.20 per one way trip or \$92.40 per day for each day transportation services are used.

Consensus Agenda (continued):**CONSENSUS
AGENDA
(continued)**

- D. Be It Resolved, that the Board of Education approves the attached Shared Services Agreement with Taconic Hills Central School District to transport a district student to Wildwood School in Latham, NY, effective September 4, 2018 through June 28, 2019, at a cost of \$101.14 per one way trip or \$202.28 per day for each day transportation services are used.
- E. Be It Resolved, that the Board of Education approves the following transportation contracts, as attached:
1. Warren Dierkes for a McKinney-Vento student with a total anticipated cost of \$5,670.00;
 2. Michael S. Johnston for the Community Program late bus route with a total anticipated cost of \$19,402.00.
- F. Be It Resolved, that the Board of Education declares the following items surplus and sell the items on the Auction International Website or dispose of them through recycling:
1. 2000 GMC Pickup;
 2. Mule UTV;
 3. Gasoline-powered roller;
 4. Various pieces of kitchen equipment from the remodel of the MCSES kitchen;
 5. Office and classroom furniture that is extra or not needed.
- G. Be It Resolved, that the Board of Education approves the attached field trip requests for The Kindness Club (HSHS) to attend the following performances at Proctor's Theatre in Schenectady:
1. Legend of Sleepy Hollow - October 25, 2018
 2. Northeast Ballet's Nutcracker - November 30, 2018
 3. The Phantom Tollbooth SD - January 9, 2019
 4. I Have a Dream SD - February 12, 2019
 5. Friend of a Friend - February 26, 2019
 6. Currents by Mayumana SD - March 11, 2019
- H. Be It Resolved, that the Board of Education accepts the District Treasurer's Report for the month ending July 31, 2018, as attached.
- I. Be It Resolved, that the Board of Education accepts the Hudson Junior High School Extra-Curricular Club Monthly Financial Report for the month of August 2018, as attached.
- J. Be It Resolved, that the Board of Education accepts the Hudson Senior High School Extra-Curricular Club Monthly Financial Report for the month of August 2018, as attached.
- K. Be It Resolved, that the Board of Education accepts the Claims Audit Report for the month of July 2018, as attached.
- L. Be It Resolved, that the Board of Education arranges for placement of students with disabilities (CPSE/CSE meetings held on May 23, July 3, August 23, September 7, 12, 13, 14, 18, 2018).

There was no one signed up to speak in public forum.

Upcoming Meeting Dates:**Board of Education Meetings/Workshops:**

- *Monday, October 22, 2018* – Hudson High School Curriculum Workshop, 6:00 p.m. in the HHS Library followed by Special Board of Education Meeting, 7:00 p.m. in the HHS Library
- *Monday, November 5, 2018* – Board of Education Meeting, 6:30 p.m. in the HHS Library

Committee Meetings/Training Dates:

- *Saturday, September 29, 2018* – Board of Education Retreat, 8 a.m. to noon at the Columbia County Chamber of Commerce
- *Monday, November 5, 2018* – Board Docs Training, 5:15 p.m. in the HHS Library

Executive Session: Board President, Carrie Otty, made a motion to enter into Executive Session for the purpose of completing the Superintendent's evaluation at 8:10 p.m. Board Member, Lucinda Segar, seconded the motion. No other business will occur.

6 Ayes 0 Nays

MOTION CARRIED

Dr. Suttmeier left executive session at 8:17 p.m.

**OUT OF EXECUTIVE
SESSION**

Out of Executive Session: Board Member, Lucinda Segar, made a motion to exit Executive Session at 8:54 p.m. Board Member, Maria McLaughlin, seconded the motion.

6 Ayes 0 Nays


MOTION CARRIED

ADJOURNMENT

Adjournment: Board Member, Sage Carter, made a motion to adjourn the meeting at 8:54 p.m. Board Member, Lucinda Segar, seconded the motion. The meeting was adjourned.



**Leslie M. Coons, District Clerk
Board of Education**



**Carrie Otty, President
Board of Education**

PERSONNEL AGENDA

September 24, 2018

A. INSTRUCTIONAL STAFF TRANSFER

	Last Name	First Name	Position	Former Location	New Location	Salary Schedule	Effective Date
1.	White-Schlenker	Mary	1.0 FTE Speech Pathologist	HJHS/MCSIS	HJHS	Current Salary Step	09/01/18
2.	McSherry	Deborah	1.0 FTE Speech Teacher	MCSIS	MCSIS and HSHS	Current Salary Step	09/01/18

B. INSTRUCTIONAL STAFF UNPAID LEAVE OF ABSENCE CORRECTION

	Last Name	First Name	Position	Location	Original Dates	Corrected Dates
1.	Church	Jordan	1.0 FTE Elementary Art Teacher	MCSIS	09/10/18 – 01/01/19	10/05/18-1/01/19

C. EXTRA-CURRICULAR SPORTS APPOINTMENT CORRECTION*

	Last Name	First Name	Position	Season	Previous Stipend	Corrected Stipend	Effective Date
1.	Teal	Taylor	Girls' Modified Soccer Coach	Fall	\$2,996	\$2,623	8/27/18

D. HOME TUTOR/HOME RELATED SERVICE PROVIDER APPOINTMENTS

	Last Name	First Name	Position	Rate of Pay	Effective Date
1.	White - Schlenker	Mary	Home Tutor (Direct)	\$45.00 per hour for Direct Services (not to exceed 10 hours per week), \$42.00 per hour for consult and planning services (not to exceed 1.5 hours per week)	9/5/18
2.	Diefenbach	Courtney	Home Tutor (Indirect)	\$42.00 per hour (not to exceed 1 hour per week to consult with staff)	9/5/18
3.	White - Schlenker	Mary	Speech Pathologist	\$47.00 per hour - after school, instructional plan required (not to exceed 1 hour per week)	9/5/18
4.	Coons	Donna	Psychological Counselor	\$47.00 per hour - after school (not to exceed ½ hour per week)	9/5/18

E. 2018 – 2019 TECHNOLOGY TEACHING AND LEARNING COACH (TLC) APPOINTMENTS

Last Name	First Name	Position	Location	Stipend	Effective Date	Notes
1. Cousins	Michele	Technology TLC Coach	District	\$3,000	2018-2019 school year	Funding via Title IIA
2. Blake	Allison	Technology TLC Coach	District	\$3,000	2018-2019 school year	Funding via Title IIA

F. 2018 – 2019 RtI Teaching and Learning Coach (TLC) Appointments

Last Name	First Name	Position	Location	Stipend	Effective Date	Notes
1. Hanley	Jill	RtI TLC Coach	District	\$3,000	2018-2019 school year	Funding via Title IA

G. NEMO (New Employee Mentoring Opportunities) Mentor Appointments

Mentor	New Teacher	New Teacher Assignment	Stipend	Comments	Notes
1. Katharine Vera	Jennifer Econopouly	School Psychologist/MCSES	\$700	Half Time	Per regulations, the district is responsible to provide mentoring to new teachers

H. After School Program Coordinator Appointment

Last Name	First Name	Position	Type of Appointment	Rate of Pay	Effective Dates
1. Collins	Daren	After School Program Coordinator	2 nd Provisional appt.	\$30,000	9/25/18

I. Substitute Teacher Appointment

Last Name	First Name	Position	Type of Certification	Rate of Pay	Effective Date
1. Leis	Tyrone	Substitute Teacher	Non-certified	\$90.00 per day	9/25/18
2. Francis	Michelle	Substitute Teacher	Non-certified	\$90.00 per day	9/25/18
3. Delamater	Danielle	Substitute Teacher	Non-certified	\$90.00 per day	9/25/18
4. Nayowith	Jessica	Substitute Teacher	Non-certified	\$90.00 per day	9/25/18

PERSONNEL AGENDA

SEPTEMBER 24, 2018

J. SUBSTITUTE TEACHER RESIGNATIONS

Last Name	First Name	Previously Appointed Position	Type of Certification	Rate of Pay	Effective Date
1. Oelhaf	Robert	Substitute Teacher	Non-certified	\$90.00 per day	9/24/18

K. SUBSTITUTE TEACHING ASSISTANT APPOINTMENT

Last Name	First Name	Position	Type of Certification	Rate of Pay	Effective Date
1. Lazzara	Jeana	Substitute Teaching Assistant	Non-certified	\$12.00 per hour	9/04/18
2. Francis	Michelle	Substitute Teaching Assistant	Non-certified	\$12.00 per hour	9/25/18
3. Delamater	Danielle	Substitute Teaching Assistant	Non-certified	\$12.00 per hour	9/25/18
4. Nayowith	Jessica	Substitute Teaching Assistant	Non-certified	\$12.00 per hour	9/25/18

L. SALARY INCREASE FOR NON-REPRESENTED STAFF

Last Name	First Name	Title	Effective	Percentage Increase	Notes
1. Bateman	Christopher	Cook Manager	7/1/18	3.5 %	2018-2019 School Year

M. INCREASE IN HOURS

Last Name	First Name	Old Hours	New Hours	Effective Date	Notes
1. Vanderroof	Vanessa	6.5 per day	7 per day	9/4/18	

N. TRANSFER TEACHER AIDES

Last Name	First Name	Old Location	New Location	Effective Date	Notes
1. Barlow	Renee	HHS	JHS	9/4/18	Posting N08222018-8
2. Vanderoff	Vanessa	JHS	MCSES	9/4/18	Pre-K Room

PERSONNEL AGENDA

SEPTEMBER 24, 2018

O. APPOINT FOOD SERVICE PERSONNEL

Last Name	First Name	Position	Rate of Pay	Location	Hours	Effective Date	Notes
1. Demarest	Deborah	Food Service Helper	\$11.50/hr.	MCSES	5.75 per day	9/25/18	Probationary period of 52 weeks. (Posting N09062018-12)
2. Stickle	Sandra	Food Service Helper	\$11.50/hr.	Jr./Sr. HS	5.75 per day	8/27/18	Previously appointed to a 4 hr. position, but needed for 5.75 hr./day (Posting N09062018-11)

P. TRANSFER FOOD SERVICE PERSONNEL

Last Name	First Name	Position	Old Location	New Location	Effective Date	Notes
1. Kelly	Jasmine	Food Service Helper	Jr./Sr. HS	MCSES	9/25/18	Rate of pay & hours remain the same
2. Demarest	Deborah	Food Service Helper	MCSES	Jr./Sr. HS	9/25/18	Rate of pay & hours remain the same

Q. APPOINT NON-INSTRUCTIONAL SUBSTITUTES

Last Name	First Name	Position	Rate of Pay	Effective Date	Notes
1. Francis	Michelle	Substitute Teacher Aide	\$11.00/hr.	9/25/18	Also works for After School Program
2. Delamater	Danielle	Substitute Teacher Aide	\$11.00/hr.	9/25/18	

PERSONNEL AGENDA

SEPTEMBER 24, 2018

R. CREATE AFTER SCHOOL PROGRAM POSITIONS

Position	Hours	Location	Rate of Pay	Notes
1. (2) 1:1 Teacher Aides	3 hours per day, when student is present through June 2019	MCSES	\$13.75/hr. or contractual rate (whichever is higher)	Funded through 21 st Century Grant to assist with student safety

S. AFTER SCHOOL PROGRAM APPOINTMENTS

Last Name	First Name	Position	Rate of Pay	Hours	Effective Date	Notes
1. Williams	Kathy	Student Helper	\$15.00/hr.	Not to exceed 25 hours per week	9/4/18	Funded through the Extended School Day Grant
2. Clark	Emily	Student Helper	\$11.25/hr.	Not to exceed 25 hours per week	9/25/18	Funded through the 21 st Century Grant
3. Craft	Cheryl	Student Helper	\$13.75/hr.	Not to exceed 25 hours per week	9/25/18	Funded through the 21 st Century Grant.
4. Hallenbeck	William	Safety & Security Officer	\$20.00/hr.	Not to exceed 10 hours per week	10/1/18-4/1/19	Funded through the Extended School Day Grant.

T. RE-APPOINT POOL PERSONNEL

Last Name	First Name	Position	Hours	Rate of Pay	Effective Dates	Notes
1. Leonard	Matt	Pool Coordinator	Not to exceed 10 hours per week	\$16.00 per hour	7/1/18-6/30/19	Also Instructor and Lifeguard
2. Alessi	Joe	Instructor	As needed	\$13.00 per hour	7/1/18-6/30/19	
3. Bertone	Irene	Instructor	As needed	\$13.00 per hour	7/1/18-6/30/19	
4. Leonard	Matt	Instructor	As needed	\$13.00 per hour	7/1/18-6/30/19	
5. Alessi	Lena	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
6. Schoep	Samuel	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
7. LaChance	Shannon	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
8. Himmel	Steve (Ted)	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	

PERSONNEL AGENDA

SEPTEMBER 24, 2018

9.	Peters	Alexis	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
10.	Topple	Jacob	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
11.	Hazzard	Kyra	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
12.	Smith	Megan	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
13.	Peters	Ethan	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
14.	Taylor	Noah	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
15.	Dellavechia	Tyler	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
16.	Dellavechia	Lynette	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
17.	Goldstien	Maison	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
18.	Goodermote	Charles	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
19.	DeForrest	Eoghan	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
20.	Moon	Jackson	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
21.	Klugo	Lindsay	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	
22.	Bertone	Irene	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	Also Pool Instructor
23.	Bertone	Joseph	Lifeguard	As needed	\$11.00 per hour AM Swim \$10.40 per hour PM Swim	7/1/18-6/30/19	

*To the extent applicable under Education Law Section 3012-d and the accompanying Commissioner's Regulations, in order to be considered for tenure, the above must have received an APPR rating of effective or highly effective in three of the four preceding years before the end of the probationary period and must not receive an ineffective in the final year of the probationary period.