



Minutes of the Board of Education
Averill Park High School

September 16, 2019
Presiding: Jessica Zweig

Members Present: Chris Foster
Samantha Hicks
Meghan McGarry
Ann Morone
Peter Schaefer
Jessica Zweig
Delaney Burton, Student Ex-Officio Member
Hannah Ryan, Student Ex-Officio Member

Members Absent: Jennie Glasser

Others Present: Superintendent of Schools: Dr. James R. Franchini
Assistant Superintendent: Matt Hladun
Assistant Superintendent for Business: Michael Ouimet
Director of Personnel Development: Kimberly Nugent
Community members

A meeting of the Board of Education was held at the Averill Park High School on September 16, 2019 at 6:00 p.m.

- I. Open Meeting (District Office Conference Room) Ms. Zweig, President
- II. Executive Session
Recommend an executive session to discuss:
 proposed, pending or current litigation;
 collective negotiations under the Taylor Law;
 the medical, financial, credit or employment history of a particular person or corporation;
 matters leading to the appointment, employment discipline, suspension, dismissal or removal of a particular person or corporation;
 the proposed acquisition, sale or lease of real property;
 other [specify] Legal Advice
- III. Welcome and Pledge of Allegiance – APHS LGI 7:10 p.m. Ms. Zweig, President
- IV. Superintendent's Report
- News and Updates
 - Celebration of Success
 - Development of the Game Course
- V. Visitors were invited to make brief comments or direct questions to the Board. Questions are generally not answered during public comment. Questions will be addressed by the administrative team at a later time.

Public comment limited to topics on this evening's agenda. Those wishing to address the Board are asked to complete the request form and submit it to the Board Clerk in order to be recognized by the Board of Education President. Comments were limited to three minutes per speaker.

VI. Consent agenda - moved to approve the consent agenda as listed A-E
Although Board action is required, it is generally unnecessary to hold discussion on these items. With the consent of all members, they are therefore grouped and approval is given in one motion. In the event a Board member wants to discuss any item, it is moved to an appropriate place on the agenda.

A. RESOLVED, to approve to accept the Board of Education minutes of August 12, 2019.

B. Financial Recommendations

FINANCIAL RECOMMENDATIONS

1. RESOLVED, to approve to accept the Treasurers' Report for July 2019.
2. RESOLVED, to approve to accept the Revenue Status reports for September 2019.
3. RESOLVED, to approve to accept the Budget Status reports for September 2019.
4. RESOLVED, to approve to accept the Claims Audit Report for August 2019.
5. RESOLVED, to approve an increase of petty cash for the Athletic Department from \$400 to \$800 effective September 1, 2109.
6. RESOLVED, to approve the contract with S. Kate Howe for providing services for speech/language therapy, as per the attached.
7. RESOLVED, to approve the agreement with Vanderheyden to provide services for one student attending their program, per the attached.
8. RESOLVED, to approve the Special Education Services agreement with Berlin Central School District for one student attending the Averill Park Central School District for the 2019-20 school year, as per the attached.
9. RESOLVED, to approve the Contract between Landis Psychiatric Consulting, PLLC and the Averill Park Central School District, per the attached.
10. RESOLVED, to approve 2019-20 budget transfers as presented for ordinary contingent expenditures necessary to maintain the educational program or necessary to preserve property or ensure the health and safety of students or staff.
11. RESOLVED, to approve to accept a donation in the amount of \$2,000 from the Averill Park Teachers Association to assist the District in purchasing t-shirts for staff members district-wide and increase the General Fund budget (A1240450100000) by this amount.
12. RESOLVED, to approved to accept a donation of two projectors valued at \$590 each from Hudson Valley Community College for use in the High School Science program.
13. RESOLVED, to approve to accept a donation of \$1,000 from Patrick A. Russo, Rensselaer County Sherriff to assist in the funding of "Chris Herren: The First Day" substance abuse prevention presentation and increase the General Fund budget (A1240400150000) by this amount.

C. Routine Personnel Action

STAFF RECOMMENDATIONS

The Board took action on routine resignations, appointments, leaves and terminations.

1. RESOLVED, to approve the Memorandum of Agreement between Averill Park CSD and the Averill Park Teachers' Association (APTA) dated September 16, 2019 regarding Association member Matt Duff and authorize the Superintendent of Schools to sign the agreement. This agreement is retroactively effective as of September 4, 2019.

Instructional Appointment: Probationary

Name	Tenure Area	Probationary Period	Certification	Salary
Locci, Krista	Teaching Assistant	9/1/19 - 8/31/23	Teaching Assistant Level 1	APTA Collective Bargaining Agreement, TA Step 2

Instructional: Additional Assignment

Name	Assignment/FTE	Effective Dates	Sal Salary
Ashline, Olga	Teaching assignment that doesn't insure minimum planning time requirements	9/01/19-6/30/20	APTA Collective Bargaining Agreement-Professional hourly rate for 1 hour per week
Duff, Matthew	Teaching assignment that doesn't insure minimum planning time requirements (First semester)	09/01/19-06/30/20	APTA Collective Bargaining Agreement MOA
Glasser, Barbara	Teaching assignment that doesn't insure minimum planning time requirements	9/01/19-6/30/20	APTA Collective Bargaining Agreement Article 19, Section 1. A
Kehn, Nancy	Teaching assignment that doesn't insure minimum planning time requirements	9/01/19-6/30/20	APTA Collective Bargaining Agreement Article 19, Section 1. A
Magill, Elizabeth	Teaching assignment that doesn't insure minimum planning time requirements	9/01/19-6/30/20	APTA Collective Bargaining Agreement Article 19, Section 1. A
Wright, Heather	Teaching assignment that doesn't insure minimum planning time requirements	9/01/19-6/30/20	APTA Collective Bargaining Agreement Article 19, Section 1. A

Instructional: Dignity Act Coordinator

Name	Location	Effective Date
Murray, Crystle	APHS	9/01/19-6/30/20

Instructional: Itinerant Employee as School-Home Outreach Worker

Name	Location	Effective Date	Salary
Murray, Crystle	Districtwide	9/03/19-6/30/20	District itinerant rate

Extra-Curricular Clubs and Activities: Rescind

Name	Assignment	Effective Date	Salary
Keenan, Samantha	SADD Averill Park High School	9/1/19-6/30/19	Non-stipend advisor

Extra-Curricular Clubs and Activities

Name	Assignment	Effective Date	Salary
Fairchild, Daniel	Odyssey of the Mind Coach	9/01/19-6/30/19	APTA Collective Bargaining Agreement Article 21, Section 2 Level 4
Fairchild, Daniel	Odyssey of the Mind District Liaison	9/01/19-6/30/19	APTA Collective Bargaining Agreement Article 21, Section 2 Level 4
Favro, Kim	SADD Averill Park HS	9/1/19-6/30/19	Non-stipend advisor
Sorriento, Louisa	Ecology Club Averill Park HS	Pilot year 9/01/19-6/30/20	APTA Collective Bargaining Agreement Non-stipend advisor
Stone, Kelly	SADD Averill Park HS	9/1/19-6/30/19	APTA Collective Bargaining Agreement, Article 21, Section 2 Level 4

Yost, Jennifer	Pathfinders Averill Park HS	Pilot year 9/01/19-6/30/19	APTA Collective Bargaining Agreement Non-stipend advisor
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Extra-Curricular Clubs and Activities: Stipend Correction

Name	Assignment	Effective Date	Salary
Ross, Peter	Builders Club	9/01/19-6/30/20	Approved at BOE 7/10/19 at Level 4 should be Level 3. APTA Collective Bargaining Agreement Article 21, Section 2

Instructional: Mentoring Program

Name	Assignment	Effective Date	Salary
Fitch, Erin	Mentor	9/01/19-6/30/20	APTA Collective Bargaining Agreement
Premo, Shannon	Mentor	9/01/19-6/30/20	APTA Collective Bargaining Agreement

Athletic Coaches: Appointments Fall 2019

Name	Sport/Assignment	Salary
Caboot, Emily	Co-Head Coach JV Girls Volleyball (½ stipend)	APTA Collective Bargaining Agreement Article 21, Section 1 - Level 4
Michaud, Michelle	Co-Head Coach JV Girls Volleyball (½ stipend)	APTA Collective Bargaining Agreement Article 21, Section 1 - Level 4
Rouleau, Eric	Varsity Football Assistant Coach (½ time)	APTA Collective Bargaining Agreement Article 21, Section 1 - Level 2

Athletic Coaches: Resignation Fall 2019

Name	Sport/Assignment	Effective Dates
Blais, Christopher	Girls Junior Varsity Volleyball Head Coach	8/30/19

Non-Instructional Appointment: Probationary to Permanent

Name	Position	Location Assignment	Effective Dates
Beale, Kevin	Mechanic's Assistant	Transportation	10/09/19

Non-Instructional Appointment: Probationary

Name	Position	Location/Assignment	Effective Date	Salary
Bermas, Henry	Bus Driver 5 hours per day	Transportation	9/03/19- 9/02/20	CSEA Agreement Step 3
Bowen, Nicole	Teacher Aide 6.5 hours per day	APHS	9/03/19- 9/02/20	CSEA Agreement Step 3
Finelli, Lynda	Monitor 7.5 hours per day	APHS	9/03/19- 9/02/20	CSEA Agreement Step 3
Greene, Hope	Bus Driver 5.25 hours per day	Transportation	9/03/19- 9/02/20	CSEA Agreement Step 3
Hammond, Brenda	Teacher Aide 2 hours per day	MH/SL	9/03/19- 9/02/20	CSEA Agreement Step 3
Kirwan, Stephanie	Teacher Aide 2.25 hours day	West Sand Lake	9/03/19- 9/02/20	CSEA Agreement Step 1
Mangene, Erin	Food Service Helper 5 hours per day	APHS	9/03/19- 9/02/20	CSEA Agreement Step 3
Morgans, Margaret	Bus Attendant 4.75 hours per day	Transportation	9/03/19- 9/02/20	CSEA Agreement Step 1
Perricone, Raymond	Cook 6.5 hours per day	Poestenkill	9/03/19- 9/02/20	CSEA Agreement Step 3
Radigan, Jennifer	Food Service Helper	Poestenkill	9/03/19- 9/02/20	CSEA Agreement Step 3

	5.5 hours per day			
Swartz, Michael	Custodial Worker 7.5 hours per day	Maintenance	9/17/19- 9/16/20	CSEA Agreement Step 3

Non-Instructional Appointment: Temporary

Name	Position	Location/Assignment	Effective Dates	Salary
Hughes Jr., Spencer	Monitor 7.5 hours per day	APHS	9/03/19	CSEA Agreement Step 3

Non-Instructional: Correction of Salary

Name	Position	Salary
Bonesteel, Erica	Food Service Helper from Step 2 to Step 3	9/03/19
Perez, Sharon	Advanced Placement Exam Coordinator 2019-2020	Incorrectly listed as a stipend on 8/12/19 BOE Agenda Should be hourly rate

Non-Instructional: Approved Non-Instructional Change in Hours

Name	Position	Effective Dates
Arnold, Lucy	Teacher Aide 6 to 6.5 hours	9/03/19
Ashdown, Laurel	Bus Attendant 5.5 to 5.75 hours	9/03/19
Ashdown, Laurel	Monitor 2.5 to 2.25 hours	9/03/19
Beaudoin, Linda	Teacher Aide 6 to 6.5 hours	9/03/19
Bubie, Jennifer	Teacher Aide 6 to 6.5 hours	9/03/19
Buchholz, Erika	Monitor 2.25 to 2.50 hours	9/03/19
Buchholz, Erika	Bus Attendant 5.75 to 5.5 hours	9/03/19
Cardella, Louis	Bus Driver 5.5 to 5.25 hours	9/03/19
Catlin, Colleen	Bus Attendant 4.75 to 5 hours	9/03/19
Cedar, Stephen	Bus Driver 5 to 5.75 hours	9/03/19
Cioffi, Joseph	Bus Driver 5.5. 5.75 hours	9/03/19
Corie, Frederick	Bus Driver 5.75 to 6 hours	9/03/19
Danbury, Jane	Bus Driver 5 to 5.5 hours	9/03/19
Daniel, Dawn	Bus Driver 5.75 to 5.5 hours	9/03/19
Davis, Robert	Bus Driver 5.5 to 6 hours	9/03/19
Duffy, Darlene	Bus Driver 5.25 to 5 hours	9/03/19
Ennis, Lisa	Teacher Aide 6 to 6.5 hours	9/03/19
Esser, Marcia	Teacher Aide 6 to 6.5 hours	9/03/19
Goodermote, Kim	Bus Driver 5 to 4.75 hours	9/03/19
Grimm, Colleen	Teacher Aide 6 to 6.5 hours	9/03/19
Griswold, Geraldine	Bus Attendant 6 to 6.25 hours	9/03/19
Heeran, Mary	Bus Driver 4.5 to 5 hours	9/03/19
Henry, Jessica	Teacher Aide 6 to 6.5 hours	9/03/19
Iwanowicz, Carol	Teacher Aide 6 to 6.5 hours	9/03/19
Keith, Kenneth	Bus Driver 5.75 to 5.5 hours	9/03/19
King, Linda	Teacher Aide 6 to 6.5 hours	9/03/19
Kreisher, Melissa	Teacher Aide 6 to 6.5 hours	9/03/19
Kusky, Susan	Teacher Aide 6 to 6.5 hours	9/03/19
Levesque, Stacy	Teacher Aide 6 to 6.5 hours	9/03/19
Linden-Darrow, Robin	Teacher Aide 6 to 6.5 hours	9/03/19
MacRoberts, Gertrude	Bus Attendant 5.5 to 6.25 hours	9/03/19
McFarland, Maria	Bus Driver 4.75 to 5.5 hours	9/03/19
Momrow, William	Bus Driver 6.25 to 6 hours	9/03/19
Morelli, Jenelle	Teacher Aide 3 to 5.75 hours	9/09/19
Mulheren, Carolyn	Teacher Aide 6 to 6.5 hours	9/03/19

Nusbaum, Whitney	Teacher Aide 6 to 6.5 hours	9/03/19
O'Brien, Susan	Teacher Aide 6 to 6.5 hours	9/03/19
O'Shea, Cathy	Bus Attendant 4.75 to 4.5 hours	9/03/19
Pierre, Deborah	Bus Driver 6 to 5.75 hours	9/03/19
Radley, Frances	Teacher Aide 6 to 6.5 hours	9/03/19
Raymond, Susan	Teacher Aide 6 to 6.5 hours	9/03/19
Rizzo, Faith	Bus Attendant 5.75 to 5 hours	9/03/19
Rizzo, Faith	Monitor 2.25 to 2.50 hours	9/03/19
Rudd, John	Bus Driver 5.25 to 5 hours	9/03/19
Schreiner, Laura	Food Service Helper 2 to 1.75 hours	9/03/19
Schreiner, Laura	Bus Driver 6 to 6.25 hours	9/03/19
Shaver, Patricia	Bus Driver 6 to 6.50 hours	9/03/19
Smith, Sharon	Teacher Aide 6 to 6.5 hours	9/03/19
Van Fleet, Ronald	Bus Driver 5.75 to 5.25 hours	9/03/19
Wagner, Carla	Bus Attendant 5.5 to 6 hours	9/03/19
Walczak, Stacey	Bus Driver 5.5 to 5.75 hours	9/03/19
Warner, Sarah	Bus Attendant 5.75 hours	9/03/19
Welcome, Terrie	Bus Driver 6 to 6.25 hours	9/03/19
Whalen, Kimberly	Teacher Aide 6 to 6.5 hours	9/03/19
Whipple, William	Bus Driver 4.5 to 4.75 hours	9/03/19

Non-Instructional: Resignations

Name	Position	Effective Dates
Berner, Leslie	Monitor (7.5 hours per day)	8/14/19
Finelli, Lynda	Bus Attendant	9/2/19

Non-Instructional: Retirement

Name	Position	Effective Dates
Sager, Elizabeth	Bus Driver/Food Service Helper	10/26/19 (20 years of service)

Non-Instructional: Leave of Absence (Unpaid)

Name	Position	Effective Dates
Locci, Krista	Teacher Aide	9/1/19 - 6/30/20
McFarland, Keith	Bus Mechanic	9/13/19-9/12/20
Nusbaum, Whitney	Teacher Aide	9/03/19-10/15/19
Ryan, Cynthia	Account Clerk	9/13/19-9/12/20

Appointment: Approved Instructional Substitutes

Name	Assignment	Effective Dates
Bourgault, Rebecca	Teacher/Teacher Assistant/Teacher Aide	2019-2020
Brewer, Betty	COTA Summer	2019-2020
Dees, Christina	Teacher	2019-2020
DePace, Michelle	Teacher	2019-2020
Francese, Mary	Teacher	2019-2020
Friday, Sara	Teacher	2019-2020
Kettlewood, Samantha	Teacher	2019-2020
Kiley-Bergen, Peter	Teacher	2019-2020
MacLean-O'Brien, Ann	Teacher, Home Instructor	2019-2020
Mancino, Emma	Teacher	2019-2020
Mancino, Paul	Teacher	2019-2020
O'Shea, Caitlin	Teacher, Teacher Assistant	2019-2020
Ramos, William	Teacher	2019-2020
Ritrovato, Nikita	Teacher	2019-2020
Shoemaker, Jenny	Teacher	2019-2020
Sullivan, Cynthia	Teacher	2019-2020

- IX. Approve an overnight trip for the Averill Park High School Girls Varsity Volleyball team to participate in the Penfield Invitational in Penfield, NY on Saturday, August 31, 2019. Team would depart APHS on Friday, August 30, 2019.

APPROVED APHS GIRLS VARSITY VOLLEYBALL TEAM PARTICIAPTE IN PENFIELD, NY

On a motion by Dr. Schaefer, seconded by Mr. Foster, to approve an overnight trip for the Averill Park High School Girls Varsity Volleyball team to participate in the Penfield Invitational in Penfield, NY on Saturday, August 31, 2019. Team would depart APHS on Friday, August 30, 2019.

YES: 6

NO: 0

MOTION CARRIED

- X. Approve to amend the dates of scheduled overnight trip for the Averill Park High School Music program to travel to Washington, D.C. to participate in the Festivals of Music to include a third night Thursday, March 26 through Saturday, March 28, 2020. (Trip was previously approved on 06/10/19).

APPROVED ONE ADDITIONAL NIGHT TO PARTICIATE IN FESTIVALS OF MUSIC

On a motion by Mrs. McGarry, seconded by Mrs. Morone, to approve to amend the dates of scheduled overnight trip for the Averill Park High School Music program to travel to Washington, D.C. to participate in the Festivals of Music to include a third night Thursday, March 26 through Saturday, March 28, 2020. (Trip was previously approved on 06/10/19).

YES: 6

NO: 0

MOTION CARRIED

- XI. Discussion
Capital Project

- XII. Board Member Reports

- XIII. Visitor Comments

Visitors were invited to make brief comments or direct questions to the Board. Questions are generally not answered during public comment. Questions will be addressed by the administrative team at a later time.

Those wishing to address the Board were asked to complete the top portion of the request form and submit it to the Clerk in order to be recognized by the Board of Education President. Visitors wishing to ask questions were asked to complete the bottom portion of the request form and submit it to the Clerk. Comments and questions are limited to three minutes per speaker.

(ONE SPEAKER FORM SUBMITTED)

- XIV. Adjourn Meeting

ADJOURN MEETING

On a motion by Mrs. McGarry, seconded by Mrs. Morone, to approve to adjourn meeting at 8:51 p.m.

YES: 6

NO: 0

MOTION CARRIED



Linda Primeau, District Clerk