

NEW PALTZ CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION BUSINESS MEETING

June 19, 2019

5:30 PM – Executive Session Subject to Board Approval

7:00 PM – High School

**2018-2019 Board of Education Focus Areas**

- Mental Health – Continuum of Well-Being
- Racial Equity
- Communications

1. CALL MEETING TO ORDER/ROLL CALL
2. PLEDGE TO THE FLAG
3. AGENDA CHANGES
4. SPOTLIGHT ON PROGRAM: Student Life Video – New Paltz High School Students
5. RECOGNITION: TENURE AND RETIREMENT

**5.1 Tenure Recommendations – Instructional**

Name	Tenure Area	Effective Date	Certification Area
Kristian Anderson	Remedial Reading	08/13/2019	Childhood Education 1-6 Literacy B-6 Students with Disabilities 1-6
Ryan Burns	Science	09/01/2019	General Science 7-12 Ext Biology 7-12
Tara Crowder	Elementary	09/01/2019	Childhood Education 1-6
Kristen Kiley	Social Studies	09/01/2019	Social Studies 7-12
Jessica Rodriguez	Music	09/01/2019	Music Literacy B-6
Jessica Fredericks	Social Studies	09/19/2019	Social Studies 7-12

**5.2 Recognition of Tenure**

Kristian Anderson  
Ryan Burns  
Tara Crowder  
Jessica Fredericks  
Kristen Kiley  
Jessica Rodriguez

**5.3 Instructional Resignation for the Purpose of Retirement**

Recommendation that the New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby accept the resignation, of the following instructional employee for the purpose of retirement:

Name	Title	Effective Date	Years in District
Marianne Wilson	Special Education Teacher	07/01/2019	18

**5.4 Non-Instructional Resignation for the Purpose of Retirement**

The New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby accept the resignation of the following non-instructional employee for the purpose of retirement:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Years in District</b>
Judith Ragule	Teacher Aide (Office)	06/25/2019	21

**5.5 Recognition of Retirees**

<b>Name</b>	<b>Title</b>	<b>Years of Service</b>
Jane Beck	Special Education Teacher	29
Elizabeth Burdick	Elementary Teacher	31
Rachel Busher	Reading Teacher	33
Stephen Callahan	Director of Facilities	11
Barbara Clinton	Principal	48
Kelly DeStefano	School Bus Driver	13
Ismael Escanio, Jr.	School Bus Driver	14
Ronald Finigan	School Bus Driver	31
Donna Fischer	School Bus Driver	23
Debra Hogencamp	Principal	26
Richard Linden	Assistant Superintendent for Business	18
Ann Macur	Elementary Teacher	20
Linda Nemer	School Bus Attendant	23
Judith Ragule	Teacher Aide	21
Suzanne Seaholm	Teaching Assistant	30
Scott Taylor	Special Education Teacher	35
Sherri Van Nostrand	Teacher Aide	20
Melissa VanVliet	Senior Typist	10
Richard Wiesenthal	Principal	30
Marianne Wilson	Special Education Teacher	18
Susan Winn	Teacher Aide	21

**5.6 Recognition of Retiring Board of Education Members**

<b>Name</b>	<b>Years of Service</b>
Matthew Williams	2016-2019

**5.7 Approval of Resolution**

**RESOLUTION**  
**of the New Paltz Central School District Board of Education**  
**to Align the Intentions and Actions of the District with the District Mission Statement**

**WHEREAS**, the Board of Education recognizes that steps must to be taken to align the District’s actions with our Mission, Guiding Principles, and Educational Standards; and

**WHEREAS**, the Mission Statement of the New Paltz Central School District states, “The New Paltz Central School District exists for the children of the community. The focus of its programs and activities is the commitment to measured excellence and continuous growth and development for all”; and

**WHEREAS**, one of our Guiding Principles is to create a cohesive and inclusive culture PK-12 across buildings and departments; and

**WHEREAS**, this goal is dependent upon cooperative relationships at multiple levels of District operations; and

**WHEREAS**, according to Educational Standard 1.0: all policies, decisions, agreements, and procedures developed and implemented by policy makers and leadership in the New Paltz Central School District are compatible with the mission, vision and guiding principles, and enhance and assure the learning and success for all students; and

**WHEREAS**, according to Educational Standard 5.0: leadership within the District is collaborative, aligned with the District mission and vision, invites staff input in collegial inquiry and decision making, and promotes excellence, to enhance and to improve student learning; and

**WHEREAS**, according to Standard 4.0, a safe and supportive learning environment is sustained throughout the District to promote inquiry and learning for all; and

**WHEREAS**, the willingness to enter into collaborative problem-solving is essential to supporting the District's strengths; and

**WHEREAS**, involuntary faculty transfers for the 2019-2020 school year have been proposed and communicated in a volume and manner that threaten District cohesion and inclusiveness; and

**WHEREAS**, the proposed involuntary transfers were not planned or communicated in a manner consistent with the aforementioned goals and, if executed, may negatively impact students; and

**WHEREAS**, the District's Climate Survey revealed very high ratings for student-teacher relationships and school belonging at the elementary level; and

**WHEREAS**, these high ratings are in accordance with the Board's priority to promote student socio-emotional health, and the Board is deeply concerned that the proposed transfers threaten to disrupt that positive environment; and

**WHEREAS**, the Board will not abdicate their role as trustees and stewards of the District's overall well-being and as servants of the public;

**NOW, THEREFORE, BE IT RESOLVED THAT:** the Board respectfully requests that the Superintendent of Schools take immediate action to suspend all involuntary transfers pending Board of Education approval and enter into mutually agreed-upon mediation between the Superintendent and the New Paltz United Teachers' Union leadership, in order to realign the District culture and relationships towards communication, transparency, and mutual respect.

6. PUBLIC COMMENTS

Speakers are asked to please limit their comments to two minutes in order to ensure everyone has a chance to speak. Public comments are not meant to be a dialogue, rather a time for the board to hear comments from the public.
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

7. MINUTES OF MEETING

Recommendation - that the New Paltz Central Schools Board of Education accept the minutes of the Regular Business Meeting of June 5, 2019

8. FINANCIAL REPORTS

➤ Treasurer's Report – May 2019

9. PERSONNEL (CONSENT AGENDA)

**9.1 Administrative Appointment – Probationary**

BE IT RESOLVED, that upon the recommendation of Maria C. Rice, Superintendent of Schools, the Board of Education appoints Mario Fernandez to a four (4) year probationary appointment as a Building Administrator in the tenure area of Building Administrator, effective 7/10/2019 through 7/9/2023, subject to the receipt of composite or overall annual professional performance review ratings pursuant to Education Law Section 3012-c and/or 3012-d of either effective or highly effective in at least three (3) of the four (4) preceding years, and if the probationer receives an ineffective composite in the final year of the Probationary period he shall not be eligible for tenure at that time, at an annual salary of \$145,000.00 for the 2019-2020 school year.

**9.2 Instructional Appointment – Probationary**

BE IT RESOLVED, that upon recommendation of Maria C. Rice, Superintendent of Schools, the Board of Education appoints **Melissa Gigliotti** to a four (4) year probationary appointment as a Special Education Teacher in the tenure area of Special Education at an annual salary of \$65,860 (MA Step 4), effective 9/1/2019 through 8/31/2023, subject to receipt of composite or overall annual professional performance review ratings pursuant to Education Law Section 3012-c and/or 3012-d of either effective or highly effective in at least three (3) of the four (4) preceding years, and if the probationer receives an ineffective composite in the final year of the probationary period he or she shall not be eligible for tenure at that time.

**9.3 Instructional Leave of Absence - Extension**

Recommendation that the New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby approve an extended unpaid leave of absence for the following instructional employee:

<b>Name</b>	<b>Title</b>	<b>Original Effective Dates</b>	<b>Extension</b>
Donna Gallo	Science Teacher	9/01/2018 – 8/31/2019	9/01/2019 – 12/31/2019 (unpaid)

**9.4 Instructional Resignation**

Recommendation that the New Paltz Central School District Board of Education, upon the recommendation of Maria Rice, Superintendent of Schools, does hereby accept the resignation of the following instructional employee:

BE IT RESOLVED that the board hereby accept the resignation of Special Education Teacher, Kelsey Rice, effective 6/30/2019, as set forth in a letter presented to the Board of Education Clerk on 6/13/2019.

**9.5 Correcting Resolution-Administrative Appointment – Probationary**

BE IT RESOLVED, that upon the recommendation of Maria C. Rice, Superintendent of Schools, the Board of Education appoints Ross Hogan to a four (4) year probationary appointment as a Building Administrator in the tenure area of Building Administrator, effective 7/10/2019 through 7/9/2023, subject to the receipt of composite or overall annual professional performance review ratings pursuant to Education Law Section 3012-c and/or 3012-d of either effective or highly effective in at least three (3) of the four (4) preceding years, and if the probationer receives an ineffective composite in the final year of the Probationary period he shall not be eligible for tenure at that time, at an annual salary of \$131,000.00 for the 2019-2020 school year.

**9.6 Non-Instructional Appointments**

The New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby appoint the following non-instructional employees:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Salary</b>
Janice Pallus	Library Clerk	09/01/2019	\$21.37/hour
Michael Wicke	Network Support Specialist II	07/01/2019	\$70,000 per year
Michael Rock	Custodial Worker	07/01/2019	\$30,800/yr
Brett Shaw	School Bus Driver (part-time)	06/20/2019	\$28.00/hr
Suzanne Bowers	Summer Work	07/01/2019-8/31/2019	\$20 per hour
Katherine McEachin	Network Support Technician (11 month)	08/19/2019	\$40,000 per year (pro-rated)

**9.7 Non-Instructional Resignation**

BE IT RESOLVED, that the New Paltz Central School District Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby accept the resignation of the following non-instructional employee:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>
Loren Benincasa	Teacher Aide	June 26, 2019
Marcia Dixon	Bus Attendant	June 7, 2019

**9.8 Non-Instructional Appointment - Substitute**

The New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby appoint the following employee:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Salary</b>
Ronald Weber	Substitute School Bus Driver	06/05/2019	\$20.00/hr

### 9.9 Summer CSE Evaluations/Meetings

Recommendation that the New Paltz Central School Board of Education upon the recommendation of Maria Rice, Superintendent of Schools, does hereby appoint, as needed, the following employees effective July 1, 2019 – August 31, 2019.

Name	Title
Mitchell Mead	CSE Meetings/Regular Educator
Tara LaMonica	CSE Meetings/Psychologist

## 10. NEW BUSINESS

### 10.1 Request for Approval of Committee on Special Education Recommendations and Student Placements

Recommendation - that the following resolution be approved: BE IT RESOLVED, that the Board of Education of the New Paltz Central School District approve the Committee on Special Education (CSE) and Committee on Pre-School Special Education (CPSE) recommendations and student placements. 14692, 14758, 14030, 15065, 14058, 15073, 14418, 14923, 14566, 14824, 14341, 13023, 11530, 12316, 11020, 14925, 10525, 12961, 11319

### 10.2 Request for Approval to Ratify and Appropriate Monies to Fund the New Paltz Bus Attendants and Bus Monitors

Recommendation - the New Paltz Central Schools Board of Education, upon the recommendation of Maria Rice, Superintendent of Schools, does hereby approve the following resolution:

WHEREAS, the negotiating teams for the District and the New Paltz Bus Attendants and Bus Monitors reached an Agreement, calling for the creation of a five-year successor Collectively Negotiated Agreement to the one that expires on June 30, 2021;

THEREFORE, BE IT RESOLVED that the Board hereby ratifies the Agreement between the District and the New Paltz Bus Attendants and Bus Monitors covering the period from July 1, 2021 through June 30, 2026, and authorizes the funding of those monies necessary to implement the provisions of the 2021-2026 Collectively Negotiated Agreement.

### 10.3 Request for Approval to Ratify and Appropriate Monies to Fund the CWA Head Custodial, Custodial, Maintenance, Grounds & School Bus Mechanics

Recommendation - the New Paltz Central Schools Board of Education, upon the recommendation of Maria Rice, Superintendent of Schools, does hereby approve the following resolution:

WHEREAS, the negotiating teams for the District and the CWA Head Custodial, Custodial, Maintenance, Grounds & School Bus Mechanics reached an Agreement, calling for the creation of a five-year successor Collectively Negotiated Agreement to the one that expires on June 30, 2019;

THEREFORE, BE IT RESOLVED that the Board hereby ratifies the Agreement between the District and CWA Head Custodial, Custodial, Maintenance, Grounds & School Bus Mechanics covering the period from July 1, 2019 through June 30, 2024, and authorizes the funding of those monies necessary to implement the provisions of the 2019-2024 Collectively Negotiated Agreement.

### 10.4 Request for Approval to Establish Extracurricular Activity/Club – High School

BE IT RESOLVED, that the New Paltz Central School District Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby approve the establishment of the Disc Golf Club.

### 10.5 Request for Approval of 2019-20 Board of Cooperative Educational Services (BOCES) Initial AS-7 Contract

BE IT RESOLVED that the Board of Education upon the recommendation of Maria C. Rice, Superintendent, does hereby approve the 2019-2020 BOCES Services Initial AS-7 contract and authorizes the Board of Education President or District Clerk to execute the contract in the amount of \$4,320,103.65, which contract shall be incorporated by reference within the minutes of this meeting.

### 10.6 Request for Approval to Appoint Members to the Change Order Board

BE IT RESOLVED, that upon the recommendation of Board President Michael O'Donnell, the New Paltz Central School District Board of Education, in accordance with Board of Education Policy 5580, does hereby approve the appointment of Allison Easton, Mike Domitrovits and Jacob Lawrence to the Change Order Board.

### 10.7 Request for Approval of Health and Welfare Contract – Rhinebeck Central School District 2018-2019

Recommendation – that the following resolution be approved: BE IT RESOLVED that the Board of Education approve the Health and Welfare Contract, forwarded under separate cover, for Rhinebeck Central School District for a total amount of \$4,988.85 for health and welfare services for the 2018-2019 school year for five (5) children who are residents in the New Paltz Central School District attending non-public schools in the Rhinebeck Central School District.

**10.8 Request for Approval of Health and Welfare Contract – East Ramapo Central School District 2018-2019**

Recommendation – that the following resolution be approved: BE IT RESOLVED that the Board of Education approve the Health and Welfare Contract, forwarded under separate cover, for East Ramapo Central School District for a total amount of \$23,397.20 for health and welfare services for the 2018-2019 school year for five (5) children who are residents in the New Paltz Central School District attending non-public schools in the East Ramapo Central School District.

**10.9 Request for Approval of Health and Welfare Contract – Spackenkill Union Free School District 2018-2019**

Recommendation – that the following resolution be approved: BE IT RESOLVED that the Board of Education approve the Health and Welfare Contract, forwarded under separate cover, for Spackenkill Union Free School District for a total amount of \$1,002.84 for health and welfare services for the 2018-2019 school year for one (1) child who is a resident in the New Paltz Central School District attending non-public schools in the Spackenkill Union Free School District.

11. ADJOURN