

**BOARD OF EDUCATION
UTICA CITY SCHOOL DISTRICT
REGULAR MEETING – OCTOBER 25, 2022 – 7:00 P.M.
Administration Building – 929 York Street – Kernan School**

BOARD MEMBERS PRESENT: Joseph H. Hobika, Presiding; Robert Cardillo, Donald Dawes, Tennille Knoop, Danielle Padula, James Paul, Dave Testa

ADMINISTRATORS PRESENT: Brian Nolan, Steve Falchi, Trina Falchi, Shawna Fleck, Don Gerace, Esq., Sara Klimek, Michele LaGase, Haylee Lallier, Teresa Mathews, Zach Nicotera, Vincent Perrotta, Paris Rich

STUDENT REPRESENTATIVE PRESENT: Tha Da Mwee Kyet

Public Comment to the Board of Education

President Hobika, Jr. called the Regular Meeting to order at 7:00 p.m. After the Pledge of Allegiance, Board Clerk Kathy Hughes conducted roll call. All members of the Board of Education were present.

Discussions

Capital Project Update – Jeffrey Kloetzer, Stieglitz Snyder Architecture (SSA)

Mr. Kloetzer presented his update on the Capital Project for September 2022.

Questions from the Board Members:

None

Presentations

President Hobika, Jr. introduced the following athletes along with their coaches.

Donovan Middle School – Boys Soccer – Rock Giruzzi, Coach

Kennedy Middle School/Donovan Middle School – Boys/Girls Cross Country – Courtney Siciliano/Alexis Holmer, Coaches

Student Club and Athletic Update – Mr. Perrotta gave a brief athletic update.

Kernan Food Pantry – Karen Balandis/Ms. Dunlap

Durham Bus Company – Transportation Update – Zachary Nicotera, Transportation Supervisor

Mr. Nicotera provided a transportation update to the Board of Education.

Questions from the Board of Education

President Hobika, Jr.: Where does that leave us with them?

Mr. Nicotera: Right now, as long as everybody comes to work, we are fully staffed between our terminal and Durham's terminal.

President Hobika, Jr.: Perfect.

Mr. Nicotera: We are going to keep hiring. We're going to keep going to make sure that there's a surplus of drivers. I know life happens and people get sick, but we want to make sure that there's always coverage and the kids get to school.

President Hobika, Jr.: Any repetitive complaints that we're receiving that need to be addressed?

Mr. Nicotera: So far, any complaint that has come in we've been able to resolve it within a day or two.

Mr. Paul: Real quick, do we know where we stand with the video. I know they were talking about trying to get video on all the buses at the last meeting. Do you know if that's been done?

Mr. Nicotera: I know that I've spoken with the gentleman that oversees the cameras. They have somebody from their IT Department that's down there now that's currently looking over the cameras and making sure that they're all working, and that they also have the proper equipment to be able to pull the cameras. They have some buses that aren't from here. Some they've borrowed from other locations, so they don't have that equipment. But that equipment is coming to them so that way they can pull whatever tapes that we need.

Mr. Paul: Thank you.

Mr. Nicotera: You're welcome.

President Hobika, Jr.: Thank you.

Human Resources Update – Michele LaGase, Director of Human Resources

Mrs. LaGase provided the Board with an update on Personnel.

Questions from the Board:

None

State Assessment Update – Shawna Fleck, Director of Testing & Planning

Mrs. Fleck presented a PowerPoint to the Board of Education on accountability, graduation rates, chronic absenteeism, and test scores.

Questions for Mrs. Fleck:

President Hobika, Jr.: What does chronic absenteeism mean?

Mrs. Fleck: Chronic absenteeism is missing 10% of the enrolled school days. Over the course of a school year, if a student misses 18 days, that means they're chronically absent. Right now I checked the numbers today, we are at about 35% which is kind of deceiving because any child right now if they've missed 4 days they are going to show up as chronically absent. I will tell you, here's where we are at. I monitor daily attendance because chronic absenteeism is a state report. I contact principals on a daily basis, sometimes weekly depending on what their numbers are and what students show up on those reports. I work with the parent liaisons. Parent liaisons also do home visits. When a student is showing up with a repetitive number of absences or they've been absent 20 days those parent liaisons are doing visits to the homes. We are also looking at social-emotional learning programs. We also have protocols in place. Parents are getting phone calls to find out what's going on and how can we support those families and why aren't those kids in school. We are doing everything we can to try to get those kids back in school and find out why they're not here. We are putting all those supports in place.

Mr. Nolan: Mrs. Fleck 2021-2022 will be our baseline?

Mrs. Fleck: Yes, that is our baseline. If you look at (this is district-wide) this is 3-8 all of our kids. So, in 2018-19 we had 4,500 kids take the test. We had 95% participation with 121 refusals and that is including the 121 students who were NYSAA. Then in 2021-2022 we had almost 4,200 students take the test with 100 NYSAA students and 113 refusals. That comes out to about 92% participation. We are really shooting for that 95% participation because that is our goal. That is what the state wants. The numbers are not horrible. I have good high hopes for it.

Mr. Paul: Just quickly and maybe I'm not tracking. If I look at 2021-2022 or the 2017 cohort graduation rate, it says that it's 86% I guess for Proctor, for the high school. Then when I look at chronic absenteeism it's saying that it's 52% for the same year. Does that mesh? It's one of the risk indicators for forms of education. I just want to make sure that I understand the numbers and how we derive at those numbers.

Mrs. Fleck: Comparing the chronic absenteeism for?

Mr. Paul: For 2021..

Mrs. Fleck: Yes, and we had a very high absenteeism rate.

Mr. Paul: And a very high graduation rate as well.

Mrs. Fleck: The absenteeism rate is going to be for the entire district and it's going to be any student that has missed at least 10% of the school year.

Mr. Paul: Ok.

Mrs. Fleck: So it could be a student that has missed just 10 days and they were out for COVID. It could be anywhere within the school district.

Mr. Paul: Ok.

Mrs. Padula: Like elementary level?

Mrs. Fleck: We have one of our elementary buildings that had a rate of over 60%, that was one elementary building. The high school has a much smaller percentage compared to all of the elementary buildings.

Mr. Paul: So if we're looking at the trend here, we've trended up from 74% to 86% in 5 years, we're graduating 86% of our kids from the 2017 cohort graduated?

Mrs. Fleck: Yes. Mr. Gifford has definitely worked hard.

President Hobika, Jr.: I'm assuming that that's taking into account the do no harm standard of grading right?

Mrs. Fleck: I can't speak to the grades.

President Hobika, Jr.: My point is that and I make no bones about it. I think everyone is working hard and they do their best they can. The pandemic and virtual learning hurt a lot of our students, but I'd be curious to know what the reading comprehension and math capabilities are of the graduates that we turned out. I'm not talking about the top of the class or even the middle of the class. Us getting up to 86% I think that that's probably taking into account the do no harm standard that we're talking about with grading and everything else.

Mr. Nolan: I'd love to address that question.

President Hobika, Jr.: Please do. By the way, this is our Acting Superintendent, Brian Nolan. This is your thing by the way, right? He's been here for 5 days, and he's had a heck of a ride.

Mr. Nolan: This is my thing. The New York State Standards for Graduation – 22 credits have to be earned and students have to pass 5 Regents Exams. I think everybody knows that right? It's 2 Social Studies, a math exam, a science exam, and an English exam and earn 22 credits to graduate. During COVID the state made some allowances in the Regents because they couldn't test, 2020 they didn't test at all right. So they reduced down some of the numbers of Regents exams that had to be passed, so that's allowance they made. Some of the students in this cohort probably benefitted from that. Additionally, though and this is important. Over the last 5 or 6 years, the State Education has really attempted to provide various pathways for graduation for students. They've increased it. At one point there were 2 graduation diplomas a student could earn in New York – a Regents Diploma or an Advanced Regents Diploma, that was it. If you didn't get either one, you didn't get anything. They used to have a local diploma they got rid of it. Now they've created, I think there might be 10 or 12 pathways to graduation which has provided a great opportunity for kids to graduate. This is data that you should be celebrating, 86% for urban school district graduation rate. These kids have worked their butts off to pass 5 Regents Exam to earn the 22 credits. Now, you want to talk about local in the school grading policy, that's a whole different discussion you can have about the standard of how the grading policy is. I'm sure we have policies that address how teachers are allowed to provide grades in school districts. This is very, very exciting news. We don't have the dropout rate, but the dropout rate because it's not official – I'm going to tell you it's like 5 or 6 percent. That is an unbelievable low number for an urban school district also. This is something we want to celebrate. This graduation rate will be official in January, that's when the state will announce it. I think the other thing you need to know is that the Commissioner has put together a Blue-Ribbon Task Force. It's made up of people all across the state to take a look at how they can even increase the number of pathways for graduation. They're not trying to reduce the standard of what a student is required to have to graduate from New York. They're just trying to be smart about how you look at kids because every kid comes a little bit different, packaged a little bit different about how they learn. The pathways are actually a way to provide them with an opportunity to graduate. There is like CTE pathways, there's Math pathways, there is just all these different types of pathways. I'm going to give you an example, I had a kid that failed the Global Regents Test 8 times, had 22 credits, passed all his coursework, passed all his Regents Exams except for Global Studies and he wasn't going to earn a New York State Diploma because he couldn't pass the Regents Exam. On the 9th and final time that the kid could pass the Regents Exam, he passed it and got a Regents Diploma. That's stupidity. I think that's one of the things that the State Regents Department has realized that a kid shouldn't be denied a high school diploma because they can't pass one exam. Now they are giving kids an opportunity to express and prove themselves differently. I'd be happy at one of the meetings or sessions to really go over that whole graduation pathway thing with you.

President Hobika, Jr.: That would be great.

Mr. Nolan: We need to celebrate 86%.

Mr. Paul: My question was strictly to make sure that we have something truly worth celebrating because far too often this district isn't looked at as graduating 86% of the students. So, if that's something that we're doing here

moving to the city to work at Wolf Speed we want to put them in this district here. Put your kids in this district because we are graduating 86% of our kids.

President Hobika, Jr.: Thank you for enlightening us. I appreciate that.

Special Education Update – Edward Simpson, Administrator for Special Education Services

Mr. Simpson presented a brief update on Special Education to the Board.

Questions for Mr. Simpson:

Mr. Nolan: I had asked Mr. Simpson because one of the things coming in last week realized right away that the department, anybody that is a Special Education Teacher understands the complexity of compliance issues with Special Education and the forms and paperwork that has to happen. Because the department has been so short staffed, they've gotten behind on the paperwork piece of compliance. I asked Mr. Simpson to draft a plan, a plan of action of where we can get the department quickly up to compliance. I know I was in one elementary that has 60 open referrals. We just have to move the district forward with this regard. The Board has agreed to allow us, based on Mr. Simpson's action, has allowed me to get a team of special education experts that know the compliance piece and the paperwork piece to command and work with Mr. Simpson's team to try to clear off the deck with all of the paperwork so we can get that moved on. Really, the thing we want to concern ourselves with is then programming. That's really what we're in the business for is to make sure we're doing the quality and effective programming for our students.

Mr. Simpson: Yes, that is correct. Annual review time is coming up in about a month.

Mr. Nolan: We're going to get that going. I kind of just waited for Board approval, I have the team. We just have to schedule. We're looking maybe 3-5 days where I think they can come in and clear out a lot of what's backlogged in the Special Education office. What we want to really do is concentrate on those referrals that are at the school level that haven't been able to be addressed because of the backlog. We're going to try to clear this up.

Board Members Recognition – Danielle Padula, BOE Vice President

Spirit Week Recognition

Mrs. Padula reported, "In speaking with Mr. Nolan last week and bringing him up to speed on things. I just want to give credit where credit is due and that is the Spirit Week and school events leading up to Homecoming and a Night Game. All the photos that I'm going to share are taken by Mr. Mike LaPolla, they are wonderful. I encourage you all to go on our Facebook page and look at them. This is just a quick brief overview (Mrs. Padula showed a gallery of pictures which included the following). This is a Convertino and Paniccia Cross Country Meet that hundreds of elementary students in our district participated in. This is just a beautiful collage. I know the physical education teachers have worked really hard on bringing this sport to the elementary schools. As we heard earlier, we have to give credit to Mr. Convertino and Mr. Paniccia for this amazing meet that they allow our students to have. A lot goes into this, not only the layout of the race, but the busing and working with the teachers and accommodating different schedules. We appreciate everybody's hard work on that. We had a senior night for soccer, gymnastics and tennis, cross country; like I said these are Senior Nights and just honoring the athletes and their families and thanking the coaches for all their dedication throughout the season. Mrs. Knoop and I had the privilege of attending the PEP Rally, which was awesome. I felt like I was 17 again. The students were so well behaved. The organization I cannot say it enough on how well organized it was. The students were so happy. It was so fun. Really every department I think was involved, so this was incredible to see. When they left the PEP Rally, they attended the first Friday Night Home

Game since 2014 of which I attended as well as and a lot of Board Members, faculty and staff did. This was probably one of the highlights of these children's high school careers. I want to thank the Board, the city, the principals, the teachers, the students, and their families for giving the opportunity in trusting these students to have a safe and happy Friday Night Game. Thank you to everybody involved in that. The next day was Powder Puff which was extremely fun as well. The male cheerleaders were my favorite. This was an awesome event. They had great coaches, a beautiful day – another way to enjoy the field. After this, which nobody would share photos with me, was the Homecoming Dance. They wouldn't let me chaperone so unfortunately; I don't have anything there. Just this week in elementary schools and last week they celebrated Fire Prevention Month with the Utica Fire Department. They heard from the Police Department. We also have Student of the Month celebrations that went on. From all of us on the Board and the administration and the teachers, thank you to the district, the staff, the principals, the Police Department, the Fire Department, and everyone that made each event safe and fun."

School Safety Update – William Williams, Safety and Security Coordinator

Mr. Williams presented the Board with a security update and recent incidents.

Questions from the Board Members:

President Hobika, Jr.: I just want to thank you for everything that you've been doing. You do a great job and so does your staff.

Mr. Williams: I appreciate that, thank you. It means a lot. Thank you, sir.

President Hobika, Jr.: Thank you.

Announcements/Reports

Student Representative Report – Tha Da Mwee Kyet

Ms. Kyet presented the Student Report for the month of October.

Questions for Ms. Kyet:

President Hobika, Jr.: I have to tell you, that's the best update in all the time that I've been on this Board. I congratulate you.

Mrs. Knoop: I have one question for you. Can you tell everyone that if they would like to donate canned goods as well, where can they bring them?

Ms. Kyet: They can bring them to the main office at the school or any office at the school.

Mrs. Knoop: Thank you.

PTO/PTA, Shared Decision-Making Committees, Student Councils, CSE Chairs, Title I, UTA, UAA, UTC, Teamsters Local 182, SEIU Local 200B, M.V. Buildings and Trades Council

Mr. Rogowski, UTA President presented an update to the Board of Education.

Questions from the Board Members:

None

Superintendent's Remarks

Mr. Nolan commented, "Good evening. I'll try to be as quick as I possibly can be. I do want to thank everyone for the warm welcome I received. Today is day 5 for me here in the district. I visited all of the schools in 5 days. I don't know how the heck I did it, but I did it. I got behind a little bit with a couple situations that occurred, but I spent a lot of time in the schools. I just have to tell you the culture and climate in the schools is just fantastic. The clear expectations, the clear routines that are present and this is all 13 buildings. It's not one building or another. Every building I went into you could just witness the established routines in there. The most impressive thing is I didn't schedule, I just went in. No one could plan for my visit. Every classroom I went into, and I went into a lot of classrooms teaching and learning taking place, students were engaged, you could just see the relationship that the teachers have with their students and the students have back with their teachers. I saw a lot of first graders hugging. I appreciated that so much that when I went home last night, my wife and I we have 4 boys, but they are all out of the house. But I said to her you know if we lived in Utica and we had school aged kids, I would have them in a heartbeat in a Utica school. Just tremendous and kudos to the principals, kudos to the teachers, the staff and most importantly the students. We saw tonight, these kids are great. The kids that were here tonight were just a representation of the kids that are in the school system. We have tremendous kids. I don't have to tell you that. That was on display tonight and on display at the schools every day. What a great school system. It has been a really exciting 5 days for me. Thank you, thank you for the warm welcome and thank you for inviting me into your schools."

Superintendent's Report**➤ Request for Proposal (RFP) for Needs Assessment of the UCSD's Department of Human Resources**

Mr. Nolan, Interim Superintendent presented his Superintendent's Report dated October 25, 2022 to the Board of Education for approval with the following correction:

Page 17 (3rd name down) – Correction in Index.

President Hobika, Jr. asked the Board Members if there were any items that needed clarification before a motion was made on the Consent Agenda. At this time, he polled Board Members:

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FOR ACTION: **Volume LVII** **Report No. S – 74**

SUBJECT: **Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately seventy-six (76) Albany Elementary School students to travel to Symeon's Greek Restaurant in Yorkville, NY on Wednesday, November 9, 2022. This trip will allow students to gain knowledge on Ancient Greece, which supports the Utica City School District Ancient Greece Unit.

Supervision of these students will be provided by Elizabeth Schachtler, Teacher, Caitlin Adams, Teacher, Brittany Bohling, Teacher, Carissa Aasaro, Teacher, Jessica Wilk, Teacher, Luz Velasco, Teacher Assistant, Danielle Marino, Teacher Assistant

This trip was reviewed and approved by Tania Kalavazoff, Principal at Albany Elementary School, and Steven Falchi, Administrative Director of Curriculum & Instruction K-12.

FOR ACTION: **Volume LVII** **Report No. S – 75**

SUBJECT: **Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately seventy-seven (77) Albany Elementary School students to travel to the Stanley Theatre in Utica, NY on Wednesday, November 9, 2022 to watch the movie, The Polar Express. The purpose of seeing this movie is to allow the students to ponder the story elements, character, setting and music, with a tie-in to comprehension, as well as attend a community event.

Supervision of these students will be provided by Mark Colucci, Teacher, Heather Chiffy, Teacher, Sydney Kogut, Teacher, Melissa Savicki, Teacher, Jasmina Mekic, parent, Merima Huskic, parent, Jessica Potts, parent, Tennille Knoop, parent, and Nicole Sykes, parent.

This trip was reviewed and approved by Tania Kalavazoff, Principal Elementary School, and Steven Falchi, Administrative Director of Curriculum & Instruction K-12.

FOR ACTION: **Volume LVII** **Report No. S – 76**

SUBJECT: **Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately eighty-one (81) Columbus Elementary School students to travel to the Stanley Theatre in Utica, NY on Wednesday, November 9, 2022 to watch the movie, The Polar Express. The purpose of seeing this movie is to allow the students to ponder the story elements, character, setting and music, as well as attend a community event.

Supervision of these students will be provided by Stephanie Payne, Teacher, Marnie Williams, Teacher, Danielle McEwen, Teacher, Mary Wiater, Teacher, Erica Brinkerhoff, parent, Arnela Latic, parent, Jamie Musselwhite, parent, Ameelia and Marc Palmer, parents, Jennifer Brown, parent, Nicole Moran, parent, Laura Eannace, parent, Minka Kudic, parent, and Emily Liggins, parent.

This trip was reviewed and approved by Elizabeth Gerling, Principal at Columbus Elementary School, and Steven Falchi, Administrative Director of Curriculum & Instruction K-12.

FOR ACTION:**Volume LVII****Report No. S – 77****SUBJECT:****Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately ninety-eight (98) Columbus Elementary School students to travel to the Stanley Theatre in Utica, NY on Wednesday, November 9, 2022 to watch the movie, The Polar Express. The purpose of seeing this movie is to allow the students to ponder the story elements, character, setting and music, as well as attend a community event.

Supervision of these students will be provided by Michele Jackson, Teacher, Katherine Murphy, Teacher, Michele Parrotta, Teacher, Melissa Evolo, Teacher, Heather Guidera, Teacher, Mike and Nicole Kohlbrenner, parents, Michelle Hungerford, parent, Nasean Lovett, parent, Selma Merdanovic, parent, and Tatiana Campos, parent.

This trip was reviewed and approved by Elizabeth Gerling, Principal at Columbus Elementary School, and Steven Falchi, Administrative Director of Curriculum & Instruction K-12.

FOR ACTION:**Volume LVII****Report No. S – 78****SUBJECT:****Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately eleven (11) Conkling Elementary School students to travel to the Oneida-Herkimer Solid Waste Authority Recycling Center in Utica, NY on Tuesday, November 29, 2022. Students from the Conkling Elementary School "Green Team" will tour the recycling facility to learn and observe how household and school items are recycled.

Supervision of these students will be provided by Dawn Mastroianni, Teacher and Deborah Rowlands, Social Worker.

This trip was reviewed and approved by Heather Galinski, Principal at Conkling Elementary School, and Steven Falchi, Administrative Director of Curriculum & Instruction K-12.

FOR ACTION:**Volume LVII****Report No. S – 79****SUBJECT:****Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately eighteen (18) General Herkimer Elementary School students to travel to the Energy Zone (New York State Power Authority) in Utica, NY on Friday, October 28, 2022. The purpose of this trip is to provide fun, hands-on, science-curriculum-based opportunities to reinforce the standards of the fourth grade Energy Unit in Science.

Supervision of these students will be provided by Amy Eddy, Teacher, Nicole Carter, parent, and Kim Lorraine, parent.

This trip was reviewed and approved by Michele Cotter, Principal at General Herkimer Elementary School, and Steven Falchi, Administrative Director of Curriculum & Instruction K-12.

FOR ACTION:**Volume LVII****Report No. S – 80****SUBJECT:****Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately one hundred eighty-five (185) General Herkimer Elementary School students to travel to the Stanley Theatre in Utica, NY on Wednesday, November 9, 2022 to watch the movie, The Polar Express. The purpose of this trip is to help with mental health by attend a social event.

Supervision of these students will be provided by Angela LaPage, Teacher, Kristen Scalise, Teacher, Terry Laurer, Teacher, Maria Fiorini, Teacher, Amanda Young, Teacher, Kristen Phillips, Teacher, Heather Delia, Teacher, Amy Eddy, Teacher, William Bukovsky, Teacher, Anna Johnston, Teacher, Colleen Riley, Teacher, Jessica Heavenin, Teacher, Maria Arrigo-Sequin, parent, Johann Mathis, parent, Jessica Jones, parent, Shaina Wilson, parent, Dorothy Feratovic, parent, Jennifer Frazier, parent, Alondra Cabrera, parent, Tanya Crouse, parent, Nakeshia Herron, parent, Taquelle Banks, parent, Nicole Carter, parent, Nikki Bolinski, parent, Yvonne Sloan, parent, Victoria Rybalkin, parent, Mike DeAngelo, parent, Patrick Young, parent, and Besir Muric, parent.

This trip was reviewed and approved by Michele Cotter, Principal at General Herkimer Elementary School, and Steven Falchi, Administrative Director of Curriculum & Instruction K-12.

FOR ACTION:**Volume LVII****Report No. S – 81****SUBJECT:****Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately ninety (90) Hughes Elementary School students to travel to the Stanley Theatre in Utica, NY to attend the Nutcracker Ballet on Thursday, December 1, 2022. The Nutcracker Ballet provides students with choreography and performance, as well opportunities to communicate a story, and express feelings and emotions through movement to discover imaginative abilities. It will also expose students to the performing arts (dance and music) to discuss occupations in the performing arts.

Supervision of these students will be provided by Mandie Warmuth, Teacher, Victoria Muth, Teacher, Corey Mullin, Teacher, Allison Gates, Teacher, Dawn Gagliano, Teacher, Leslie Stockman, Teacher, Kara Burns, Teacher, Millie Mish, Teacher Assistant, Debbie Cordero, Teacher Assistant, Christine Edic, Teacher, Cheri Bateman, Teacher, Jackie Rueckert, Teacher, Luz Espinal, Teacher Assistant, Natalia DeCarlo, parent, Kate Domenico, parent, Victoria Collins, parent, Tiffany Ramos, parent, Ricardo Torres, parent, Nzecha Williams, parent, Andraya Crouse, parent, Lisa Lewis, parent, Cassidy Mullin, parent, Cassandra Rolle, parent, Ashley Colon, parent, Dana Giovannone, parent, and Tracy Rueckert, parent.

This trip was reviewed and approved by Mary Belden, Principal at Hughes Elementary School, and Steven Falchi, Administrative Director of Curriculum & Instruction K-12.

FOR ACTION:**Volume LVII****Report No. S – 82****SUBJECT:****Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately one hundred six (106) Jones Elementary School students to travel to the Stanley Theatre in Utica, NY on Wednesday, November 9, 2022 to watch the movie, The Polar Express. The purpose of seeing this moving is to allow the students to think about the story elements, character, setting and music, as well as participate in a community event.

Supervision of these students will be provided by Bonnie Fazio, Teacher, Melody McCoy, Teacher, Amy Winter, Teacher, Colleen Ciecko, Teacher, Mary DePalma, Teacher, Melissa Marris, Teacher, Matthew Kolek, Teacher Assistant, Melinda Liggins, Teacher Assistant, Lisa Jenkins, Teacher Assistant, Melissa Sawanec, AIS Facilitator, Lisa Zaniewski, AIS Facilitator, Jason, Cooper, parent, and Lolita Zayes-Saltsman, parent.

This trip was reviewed and approved by Tricia Hughes, Principal at Jones Elementary School, and Steven Falchi, Administrative Director of Curriculum & Instruction K-12.

FOR ACTION:**Volume LVII****Report No. S – 83****SUBJECT:****Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately ninety-one (91) King Elementary School students to travel to the Stanley Theatre in Utica, NY on Wednesday, November 9, 2022 to watch the movie, The Polar Express. The purpose of seeing this moving is to allow the students to think about the story elements, character, setting and music, as well as participate in a community event.

Supervision of these students will be provided by Jennifer Neal, Teacher, Tammie Gillmett, Teacher, Michelle Komacek, Teacher, Tharath Som, Teacher, Katherine Hartman, Teacher, Melissa Miller, Teacher, Meredith Bruno, Teacher, Lindsay Walch, AIS Facilitator, Venette Morrison, Parent Liaison, Gina Cromer, Teacher Assistant, Esmeralda Huskic, Teacher Assistant, Admira Musanovic, Teacher Assistant, Lisa Finnerty, Teacher Assistant.

This trip was reviewed and approved by Jennie Sikora, Principal at King Elementary School, and Steven Falchi, Administrative Director of Curriculum & Instruction K-12.

FOR ACTION:**Volume LVII****Report No. S – 84****SUBJECT:****Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately twenty-five (25) Proctor High School students to travel to Inlet, NY on Saturday, October 29, 2022. The purpose of this trip is to provide pre-sectional cross training, and to enjoy a fun-filled end-of-the-year party.

Supervision of these students will be provided by Heather Monroe, Coach, Dave Caruso, Coach, and James Caswell, Teacher.

This trip was reviewed and approved by Joshua Gifford, Principal at Proctor High School, and Steven Falchi, Administrative Director of Curriculum & Instruction K-12.

FOR ACTION:**Volume LVII****Report No. S – 85****SUBJECT:****Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately twelve (12) Proctor High School ROTC students to travel to Green Lane Park, Boyertown, Pennsylvania from October 21-22, 2022 to attend an Orienteering Competition. Orienteering is an outdoor navigation sport which allows the students to use a map and compass to find check points along a mapped course using decision-making skills.

Supervision of these students will be provided by Master Chief Mark Williamson and Jennifer Greico, parent.

This trip was reviewed and approved by Joshua Gifford, Principal at Proctor High School, and Steven Falchi, Administrative Director of Curriculum & Instruction K-12.

FOR ACTION:**Volume LIII****Report No. S – 86****SUBJECT:****Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately thirty (30) students from Proctor High School to travel to the Corning Museum of Glass in Corning, NY on Friday, December 9, 2022. The purpose of this trip is for the Proctor High School Ceramics and Sculpture Club and Art Club students to visit the glass studio to learn about the properties of glass, and the history of glass as a medium. They will also participate in making their own glass experience.

Supervision of these students will be provided by Christina Hopkins, Art Teacher, Al Shaw, Art Teacher, Andrew Buffington, Art Teacher, Christine Golden, Teacher, Matthew Zyskowski, Teacher, and Alex Wronka, Teacher.

This application was reviewed and approved by Joshua Gifford, Principal, Proctor High School, and Steven Falchi, Administrative Director of Curriculum & Development K-12.

FOR ACTION:**Volume LIII****Report No. S – 87****SUBJECT:****Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately eighty-nine (89) Watson Williams Elementary School students to travel to the Stanley Theatre in Utica, NY on Wednesday, November 9, 2022 to watch the movie, The Polar Express. The purpose of seeing this movie is to allow the students to ponder the story elements, character, setting and music, as well as attend a community event. During the holiday season the students will be connecting the book and the movie using ELA skills learned.

Supervision of these students will be provided by Anthony Gorea, Teacher, Andrea Traglia, Teacher, Kate Scott, Teacher, Becky Salerno, Teacher, Christy Battinelli, Teacher, Tina Hill, parent, Tyrice Watson, parent, Avdisa Beganovic, parent, Marissah Westcott, parent, Takell Henry, parent, Victoria Bower, parent, and Diana Torres, parent

This trip was reviewed and approved by Cheryl Minor, Principal at Watson Williams Elementary School, and Steven Falchi, Administrative Director of Curriculum & Instruction K-12.

FOR ACTION: **Volume LVI** **Report No. B – 13**

SUBJECT: **Central Kitchen – Snacks**

It is recommended that the bid for Snacks be awarded to Roc-Star Ice Cream Products, with the sole bid of \$65,000.00.

COMPANY	BID AMOUNT
Roc-Star Ice Cream Products 268 Sanger Avenue Waterville, New York 13480	\$65,000.00

FOR ACTION: **Volume LVII** **Report No. B – 14**

SUBJECT: **Disposal of Obsolete Instructional Resources**

Authorization is requested of the Board of Education to dispose of obsolete instructional resources at General Herkimer Elementary, Conkling Elementary, and Donovan Middle Schools.

FOR ACTION: **Volume LVII** **Report No. B – 15**

SUBJECT: **Disposal of Obsolete Computer Equipment**

Authorization is requested of the Board of Education to dispose of obsolete computer equipment located at Albany Elementary, Conkling Elementary, Kernan Elementary, Kennedy Middle, Donovan Middle, and Proctor High Schools.

FOR ACTION: **Volume LVII** **Report No. P – 9**

SUBJECT: **Retirement** **Administrator**

It is recommended that the following retirement be accepted:

Michele A. Albanese	School Business Official Business Office Effective: April 29, 2023 Years of Service: <u>31</u>
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FOR ACTION: **Volume LVII** **Report No. P – 9**

SUBJECT: **Retirement** **Parent Liaison**

It is recommended that the following retirement be accepted:

Carmen DeJesus	Community/Parent Liaison (10-months) Proctor High School Effective: March 1, 2023 Years of Service: <u>15</u>
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FOR ACTION: **Volume LVII** **Report No. P – 9**

SUBJECT: **Resignations** **Teacher**

It is recommended that the following resignations be accepted:

Alexandria Bick	Elementary Teacher Albany Elementary School Effective: November 2, 2022 Reason: Personal Notification Received: October 4, 2022
Jennelle Fallon	Spanish Teacher Kennedy Middle School Effective: November 11, 2022 Reason: Accepted position outside the Utica City School District Notification Received: October 13, 2022
Rebecca L. Jones	Mathematics Teacher Kennedy Middle School Effective: October 26, 2022 Reason: Personal Notification Received: September 23, 2022

FOR ACTION: **Volume LVII** **Report No. P – 9**

SUBJECT: **Resignation** **Teacher**

It is recommended that the following resignation be accepted:

Leslie Stockman	Speech Language Pathologist Hughes Elementary School Effective: November 13, 2022 Reason: Accepted position outside the Utica City School District Notification Received: October 12, 2022
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FOR ACTION: **Volume LVII** **Report No. P – 9**
SUBJECT: **Abandonment of Position** **Custodial/Maintenance**

It is recommended that the following abandonment of position be approved:

Konstantin Shamardak Cleaner
Proctor High School
Effective: October 26, 2022

FOR ACTION: **Volume LVII** **Report No. P – 9**
SUBJECT: **Abandonment of Positions** **Teacher Assistant**

It is recommended that the following abandonment of positions be approved:

Michael Carter Teacher Assistant – Special Education
Jones Elementary School – 29 hours per week
Effective: October 26, 2022

Sorangel De Leon Teacher Assistant – Special Education
Jefferson Elementary School – 29 hours per week
Effective: October 26, 2022

Mirandia McGuigan Teacher Assistant – Special Education
Kernan Elementary School – 29 hours per week
Effective: October 26, 2022

Nalanie Robinson Teacher Assistant – Special Education
Proctor High School – 29 hours per week
Effective: October 26, 2022

Kayla Romero Teacher Assistant – Special Education
Jones Elementary School – 29 hours per week
Effective: October 26, 2022

FOR ACTION: **Volume LVII** **Report No. P – 9**
SUBJECT: **Rescindment of Unpaid Leave of Absence** **Teacher Assistant**

It is recommended that the following rescindment of an unpaid leave of absence be approved:

Krystle Galarza Teacher Assistant
Proctor High School
From: October 24, 2022
To: December 2, 2022
Notification Received: October 4, 2022

FOR ACTION: **Volume LVII** **Report No. P – 9**

SUBJECT: **Changes of Assignment**

It is recommended that the following changes of assignment be approved:

Dina Desiato-Angotti
From: Monitor-Breakfast and Lunch Program
District-Wide – not to exceed 29 hours per week
To: Non-Instructional Monitor – 10-months (Office)
Conkling Elementary School – 29 hours per week
Salary: \$19.00 per hour
Effective: October 31, 2022

Danielle Marino
From: Teacher Assistant – AIS
Albany Elementary School
To: Non-Instructional Monitor – 10-months (Office)
Albany Elementary School – 29 hours per week
Salary: \$19.00
Effective: October 26, 2022

FOR ACTION: **Volume LVII** **Report No. P – 9**

SUBJECT: **Change of Hours** **Teacher Assistant**

It is recommended that the following change of hours be approved:

Michael Billins
Teacher Assistant – Special Education
Proctor High School
From: 15 hours per week
To: 29 hours per week
Effective: October 4, 2022

FOR ACTION: **Volume LVII** **Report No. P – 9**

SUBJECT: **Appointments** **Homebound Instruction**

It is recommended that the following appointments be approved:

Stacey Bennett	Rachel Ortega
Colleen Egresits	Courtney Rahn
Concetta Forte	Melissa Shafer
Amy Galiulo	Deanna Simon
Alexis Holmer	Sara A. Tuckerman-Kilian
Jacqueline Jackson	Bradley White
Jacques LaReaux	Josh Wisheart
Kristin Mergenthaler	

Secondary Instruction – Minimum two (2) hours per day
 Elementary Instruction – Minimum one (1) hour per day
 Certified Instructors – \$28.00 per hour
 Non-Certified Instructors – \$15.00 per hour

<u>FOR ACTION:</u>	Volume LVII	Report No. P – 9
SUBJECT:	Appointments	Extra-Curricular Elementary

It is recommended that the following extra-curricular appointments be approved:

Carissa Asaro	Elementary Student Activity Club Advisor Albany Elementary School Effective: 2022-2023 School Year Index: \$1,171
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Michael Pagliaro	Elementary Student Activity Club Advisor Columbus Elementary School Effective: 2022-2023 School Year Index: \$1,171
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<u>FOR ACTION:</u>	Volume LVII	Report No. P – 9
SUBJECT:	Appointments	Extra-Curricular Elementary

It is recommended that the following extra-curricular appointments be approved:

Courtney Picente	Elementary Student Activity Club Advisor Conkling Elementary School Effective: 2022-2023 School Year Index: \$1,171
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Amy Eddy	Elementary Student Activity Club Advisor General Herkimer Elementary School Effective: 2022-2023 School Year Index: \$1,171
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Erica Jalonack	Elementary Student Activity Club Advisor Hughes Elementary School Effective: 2022-2023 School Year Index: \$1,171
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Cassidy Dobrzanski	Elementary Student Activity Club Advisor Jefferson Elementary School Effective: 2022-2023 School Year Index: \$1,171
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Colleen Ciecko	Elementary Student Activity Club Advisor Jones Elementary School Effective: 2022-2023 School Year Index: \$1,171
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Jordyn Dunlap Elementary Student Activity Club Advisor
Kernan Elementary School
Effective: 2022-2023 School Year
Index: \$1,171

Mirnesa Kadic Elementary Student Activity Club Advisor
King Elementary School
Effective: 2022-2023 School Year
Index: \$1,171

Lisa Sowich Elementary Student Activity Club Advisor
Watson Williams Elementary School
Effective: 2022-2023 School Year
Index: \$1,171

FOR ACTION:**Volume LVII****Report No. P – 9****SUBJECT:****Appointments****Extra-Curricular
Secondary**

It is recommended that the following extra-curricular appointments be approved:

Karrie Kehoe Sr. High Yearbook Co-Advisor –
with Julie Adasek
Proctor High School
Effective: 2022-2023 School Year
Index: \$.5 of \$4,293 = \$2,146.50

Julie Adasek Sr. High Yearbook Co-Advisor –
with Karrie Kehoe
Proctor High School
Effective: 2022-2023 School Year
Index: \$.5 of \$4,293 = \$2,146.50

Tabitha Broadbent Student Council Advisor
Donovan Middle School
Effective: 2022-2023 School Year
Index: \$3,902

Kelly Hajdasz 8th Grade Class Co-Advisor –
with Nicole Greene
Kennedy Middle School
Effective: 2022-2023 School Year
Index: \$.5 of \$1,561 = \$780.50

FOR ACTION:

Volume LVII

Report No. P – 9

SUBJECT:

Appointments

Team Leader

It is recommended that the following team leader appointments be approved:

Rebecca Brosemer	Team Leader Kennedy Middle School Effective: 2022-2023 School Year Index: \$3,000
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Gina Costantine	Team Leader Donovan Middle School Effective: 2022-2023 School Year Index: \$3,000
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FOR ACTION:

Volume LVII

Report No. P – 9

SUBJECT:

Appointments

Coaching/Winter 2022-2023

It is recommended that the following coaching appointments be approved:

Mark Joseph	Boys Varsity Basketball Proctor High School Effective: Winter 2022-2023 Index: \$7,991
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Walter Savage	Boys Assistant Varsity Basketball Proctor High School Effective: Winter 2022-2023 Index: \$5,812
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Marc Leo	Boys Varsity Bowling Proctor High School Effective: Winter 2022-2023 Index: \$4,359
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Jeffrey Friedel	Boys Varsity Swimming Proctor High School Effective: Winter 2022-2023 Index: \$7,991
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Bryan Koscinski	Boys Assistant Varsity Swimming Proctor High School Effective: Winter 2022-2023 Index: \$4,134
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Crystal Bass	Girls Varsity Basketball Proctor High School Effective: Winter 2022-2023 Index: \$7,991
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Michael Delia
Girls Assistant Varsity Basketball
Proctor High School
Effective: Winter 2022-2023
Index: \$5,812

Amy Conte
Girls Varsity Bowling
Proctor High School
Effective: Winter 2022-2023
Index: \$2,341

Glenn Manning
Girls Varsity Volleyball
Proctor High School
Effective: Winter 2022-2023
Index: \$5,812

FOR ACTION:**Volume LVII****Report No. P – 9****SUBJECT:****Appointments****Security**

It is recommended that the following appointments be approved:

Candice Barefoot
1934 Butterfield Avenue
Utica, NY 13501

Security Monitor
District-Wide – not to exceed 29 hours per week
Effective: Retroactively on October 11, 2022
Salary: \$17.73 per hour
Education: A.S., Utica School of Commerce
Experience: Bartender, O'Donnell's Pub
Utica, NY
10/21 to 9/22

Justin Jennings
25 Candlewyck Lane, Apt. D
Utica, NY 13502

Security Monitor
District-Wide – not to exceed 29 hours per week
Effective: Retroactively on October 12, 2022
Salary: \$17.73 per hour
Education: Graduate of Proctor High School
Experience: Fleet Maintenance, Utica Police Department
Utica, NY
12/16 to present

FOR ACTION: **Volume LVII** **Report No. P – 9**
SUBJECT: **Appointments** **Teacher Assistant**

It is recommended that the following appointments be approved:

Daienajah Carter
 929 Hillcrest Avenue, Apt. B19
 Utica, NY 13502

Teacher Assistant – Special Education
 District-Wide
 29 hours per week
 Effective: Retroactively on October 17, 2022
 Salary: \$18.00 per hour
 Education: Graduate of Proctor High School
 Experience: Certified Nursing Assistant, Oneida Center for Rehabilitation and Nursing, Utica, NY
 4/22 to present

Devaisha McKewn
 109 Butler Avenue, 1st Floor
 Utica, NY 13502

Teacher Assistant – Special Education
 District-Wide
 29 hours per week
 Effective: Retroactively on October 17, 2022
 Salary: \$18.00 per hour
 Education: Graduate of Proctor High School
 Experience: Child Care Worker, House of the Good Shepard
 Utica, NY
 3/21 to 1/22

FOR ACTION: **Volume LVII** **Report No. P – 9**
SUBJECT: **Appointment**

It is recommended that the following appointment be approved:

Frances A. Loufer-Cucci
 505 Willow Drive
 Utica, NY 13502

Non-Instructional Monitor – 10-months (Office)
 General Herkimer Elementary School – 29 hours per week
 Effective: October 26, 2022
 Salary: \$19.00 per hour
 Education: A.S., Mohawk Valley Community College, 5/85
 Experience: Title Processor, Leatherstocking Abstract & Title
 Utica, NY
 11/03 to 1/16

FOR ACTION: **Volume LVII** **Report No. P – 9**
SUBJECT: **Appointment** **Transportation**

It is recommended that the following appointment be approved:

Maureen LaPolla
 242 Holcomb Gulf Road
 Ilion, NY 13357

Bus Driver
 29 hours per week
 Salary: \$24.64 per hour
 Effective: Retroactively on October 11, 2022

FOR ACTION: **Volume LVII** **Report No. P – 9**

SUBJECT: **Appointments** **Transportation**

It is recommended that the following appointments be approved:

Karen Aponte 816 Bleecker Street Utica, NY 13501	Bus Monitor 29 hours per week Salary: \$16.00 per hour Effective: Retroactively on October 5, 2022
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Maria Morocho-Gonzalez 1104 Warren Street, Fl. 1 Utica, NY 13502	Bus Monitor 29 hours per week Salary: \$16.00 per hour Effective: Retroactively on October 5, 2022
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Rebecca Santana-De Los Santos 1646 Steuben Street, 2 nd Fl. Utica, NY 13501	Bus Monitor 29 hours per week Salary: \$16.00 per hour Effective: Retroactively on October 5, 2022
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FOR ACTION: **Volume LVII** **Report No. P – 9**

SUBJECT: **Appointment** **Transportation**

It is recommended that the following appointment be approved:

Diorella Rosario 816 Bleecker Street Utica, NY 13501	Bus Monitor 29 hours per week Salary: \$16.00 per hour Effective: Retroactively on October 11, 2022
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FOR ACTION: **Volume LVII** **Report No. P – 9**

SUBJECT: **Appointments** **Food Service/Monitor**

It is recommended that the following appointments be approved:

Taghreed Alshaaban 531 Cedarbrook Crescent Utica, NY 13502	Food Service Worker-Breakfast and Lunch Program District-Wide – not to exceed 29 hours per week Effective: October 31, 2022 Salary: \$16.00 per hour Education: Graduated Al Yaaroubiyeh, Baghdad, Iraq, 1994 Experience: Personal Aid, Resource Center for Independent Living, Utica, NY, 2015 to present; Sub Food Service Worker-Breakfast and Lunch Program, Utica City School District, Utica, NY, 9/6/22 to present
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Carmen Garcia
1033 Kossuth Avenue, 1st Floor
Utica, NY 13501

Monitor-Breakfast and Lunch Program
District-Wide – not to exceed 29 hours per week
Effective: October 31, 2022
Salary: \$16.00 per hour
Education: Graduated Proctor High School, 2000
Experience: Certified Nursing Assistant (CNA), Masonic Care Community, Utica, NY, 2013 to present; Sub Monitor-Breakfast and Lunch Program, Utica City School District, Utica, NY, 9/6/22 to present

Josmarie Garcia
1902 Briar Avenue
Utica, NY 13501

Monitor-Breakfast and Lunch Program
District-Wide – not to exceed 29 hours per week
Effective: October 31, 2022
Salary: \$16.00 per hour
Education: Graduated Proctor High School, 2017
Experience: Packer, Brightwater Farms, Utica, NY, 2015 to 2017; Reviewer, MetLife, Inc., Oriskany, NY, 2017 to 2020; Sub Monitor-Breakfast and Lunch Program, Utica City School District, Utica, NY, 9/6/22 to present

FOR ACTION:

Volume LVII

Report No. P – 9

SUBJECT:

Appointments

Food Service/Monitor

It is recommended that the following appointments be approved:

Julie Guerrero
1306 Ash Street
Utica NY 13502

Monitor-Breakfast and Lunch Program
District-Wide – not to exceed 29 hours per week
Effective: October 31, 2022
Salary: \$16.00 per hour
Education: Graduated Dominican Republic, 1989
Experience: Cleaner, Belen Dental, Utica, NY, 2009 to 2019; Sub Monitor-Breakfast and Lunch Program, Utica City School District, Utica, NY
9/6/22 to present

Amela Kurtic
903 Lansing Street
Utica NY 13501

Monitor-Breakfast and Lunch Program
District-Wide – not to exceed 29 hours per week
Effective: October 31, 2022
Salary: \$16.00 per hour
Education: Graduated Sarajevo, Bosnia, 2002
Experience: Sorter/Cashier, Burlington Coat Factory, Utica, NY, 2020 to 2021; Sub Monitor-Breakfast and Lunch Program, Utica City School District
9/8/22 to present

Tameka Langston
7 Devereux Street, Apt. 204
Utica NY 13501

Monitor-Breakfast and Lunch Program
District-Wide – not to exceed 29 hours per week
Effective: October 31, 2022
Salary: \$16.00 per hour
Education: GED, Oneida County BOCES, 3/22
Experience: Usher, Payne’s Temple Church of God, 2022;
Sub Monitor-Breakfast and Lunch Program, Utica City School
District, Utica, NY
5/11/22 to present

FOR ACTION:**Volume LVII****Report No. P – 9****SUBJECT:****Conference**

It is recommended that the following conference be approved:

NAMECONFERENCEDATE

Maria Fielteau

New York State Teachers of English to
Speakers of Other Languages (TESOL) 52nd
Annual Conference Shifting Teaching
Paradigms: Examining Inclusive, Dynamic
Practices
White Plains, NY
Approved by: S. Falchi
Allotted: \$324.82 from
Budget Code: A2110-475-02-0000
Substitute Required

November 4-5, 2022

FOR INFORMATION:

Volume LVII

Report No. CSE – 9

SUBJECT:**RECOMMENDATIONS OF THE COMMITTEE ON
SPECIAL EDUCATION**

The Board of Education approves the recommendations of the Committee on Special Education for placement and related services in the Utica City School District and/or other approved programs as follows:

IR = Initial Eligibility Determination
RR = Requested Review
AMN = Amendment No Meeting

TR = Triennial (Re-evaluation) Review
AP = Administrative Placement
PR = Program Review

AR = Annual Review
PR = Program Review
Y = Yes No = No

Student code	Type of Meeting	Handicapping Condition	Recommended Program	Related Services	Results
Committee on Special Education Meeting Date: December 6, 2021					
BF2/14/04VF	AR	ID	12:1(3:1), 12 mo.	Y	Ongoing
Committee on Special Education Meeting Date: December 8, 2021					
WH12/26/00HM	AR	OHI	EXIT	N	Graduate
Committee on Special Education Meeting Date: December 10, 2021					
WE3/22/2011PM	AR	LD	5:1, 10 mo.	N	Ongoing
WA1/20/2011KM	AR	LD	5:1, 10 mo.	Y	Ongoing
Committee on Special Education Meeting Date: February 2, 2022					
BK10/13/02QM	AR	LD	5:1, 10 mo.	N	Discontinued OT and Speech
Committee on Special Education Meeting Date: February 10, 2022					
WA9/24/10AM	AR	OHI	ICT, 10 mo.	Y	Ongoing
Committee on Special Education Meeting Date: February 15, 2022					
BS10/05/06HF	AR	LD	15:1, 10 mo.	N	Ongoing
Committee on Special Education Meeting Date: February 16, 2022					
WB5/28/05PF	TR/AR	LD	12:1:1, 10 mo.	N	Change from 15:1, 10 mo.
Committee on Special Education Meeting Date: March 9, 2022					
MS3/14/06LM	TR/AR	OHI	5:1, 10 mo.	N	Change ICT, 10 mo. To 5:1, 10 mo.
BK6/23/06MF	TR/AR	LD	5:1, 10 mo.	N	Change ICT, 10 mo. To 5:1, 10 mo.
BJ5/10/05OM	AR	OHI	12:1:1, 10 mo.	Y	Change from 15:1, 10 mo. Remove Speech
WJ8/25/05RM	AR	LD	15:1, 10 mo.	N	Ongoing
WM6/9/05YF	AR	OHI	15:1, 10 mo.	N	Discontinue Psychological Counseling
Committee on Special Education Meeting Date: March 24, 2022					
AE3/17/05SM	AR	MD	12:1:3, 12 mo.	N	From homebound to 12:1:3 with Adaptive PE
WJ6/8/05HM	TR/AR	LD	15:1, 10 mo.	N	Ongoing
WF8/29/07MM	TR/AR	LD	12:1:1, 10 mo.	N	Ongoing
MJ11/11/06BM	TR/AR	LD	15:1, 10mo.	N	Ongoing

WF8/29/07MM	RR	LD	15:1, 10 mo.	N	Change from 12:1:1 to 15:1, 10 mo.
Committee on Special Education Meeting Date: March 25, 2022					
BT7/24/03TM	AR	ED	12:1:1, 10 mo.	Y	Ongoing
Committee on Special Education Meeting Date: March 29, 2022					
WJ10/1/2009DM	MD	NA	15:1, 10 mo.	N	Change to 3 -5 After-school program
Committee on Special Education Meeting Date: March 30, 2022					
AIT3/8/04CF	AR	LD	15:1, 10 mo.	Y	Ongoing
Committee on Special Education Meeting Date: March 31, 2022					
MI2/22/05HM	AR	OHI	12:1:1, 10 mo.	Y	Ongoing
BT4/21/04HM	TR/AR	OHI	12:1:1, 10 mo.	Y	Ongoing
BK3/16/04OF	AR	LD	12:1:1, 10 mo.	N	Change from 15:1, 10 mo.
Committee on Special Education Meeting Date: April 5, 2022					
AL6/8/05PM	AR	OHI	15:1, 10 mo.	Y	Ongoing
Committee on Special Education Meeting Date: April 6, 2022					
BT8/8/07AM	AR	LD	5:1, 10 mo.	N	Ongoing
AB4/8/06BF	AR	LD	5:1, 10 mo.	N	Change classification from ID to LD
BI10/15/07AM	AR	LD	5:1, 10 mo.	N	Ongoing
AS6/26/07GM	TR/AR	LD	5:1, 10 mo.	N	Ongoing
BK1/30/06JM	TR/AR	LD	5:1, 10 mo.	N	Ongoing
Committee on Special Education Meeting Date: April 7, 2022					
MK3/23/07AF	AR	NA	Section 504	N	Ongoing
WS9/13/05SM	AR	NA	Section 504	N	Ongoing
WA3/30/05MM	AR	NA	Section 504	N	Ongoing
WG6/14/05EF	AR	NA	Section 504	N	Ongoing
Committee on Special Education Meeting Date: May 4, 2022					
BR4/18/15BM	IR	NA	504 Plan	Y	Ongoing
Committee on Special Education Meeting Date: July 28 , 2022					
WC4/7/2005DM	IR	NA	Section 504	N	Create 504 Plan
WM5/23/2006BF	AR	NA	Section 504	N	Continue 504 Plan
BJ10/16/2005CM	TR/AR	ED	12:1:1, 10 mo.	Y	Ongoing
Committee on Special Education Meeting Date: August 29, 2022					
WV8/3/17FF	IR	OHI	RS, only	Y	Ongoing
Committee on Special Education Meeting Date: September 20, 2022					
BN1/7/10PM	MD	OHI	Afterschool program	Y	After-school program through 11/29/22
Committee on Special Education Meeting Date: September 21, 2022					
WR6/24/08BM	PR	ED	8:1:2, 10 mo.	Y	Change from 12:1:1, 10 mo.
Committee on Special Education Meeting Date: September 22, 2022					
BT5/13/07OF	MD	LD	3-5 program	N	3-5 program until 10/7/22

Committee on Special Education Meeting Date: September 23, 2022

BN9/4/10EM	MD	OHI	After-School Program	Y	After-school program to 12/2/22
WJ1/19/06GM	MD	OI	12:1:1 STEP, adaptive PE	Y	Ongoing
WJ8/9/07PM	MD	LD	3-5 program	Y	After-school program to 12/1/22
WM12/10/06DM	MD	OHI	12:1:1, 10 mo.	Y	Ongoing

Committee on Special Education Meeting Date: September 26, 2022

BA12/1/05JM	MD	ID	12:1:1, 10 mo.	Y	Add Psychological Counseling
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Committee on Special Education Meeting Date: September 30, 2022

BJ9/26/07FM	MD	LD	15:1, 10 mo.	Y	Ongoing
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Committee on Special Education Meeting Date: October 3, 2022

BD7/12/08SM	MD	LD	15:1, 10 mo.	Y	Ongoing
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Committee on Special Education Meeting Date: October 4, 2022

BD6/19/08BM	MD	LD	15:1, 10 mo.	Y	Ongoing
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Committee on Special Education Meeting Date: October 6, 2022

WJ1/10/06MM	MD	OHI	15:1, 10 mo.	N	Ongoing
BI6/23/05LM	MD	LD	3-5 program	Y	Change from 12:1:1 through 11/11/22
BZ2/5/12LM	MD	OHI	Afterschool program	Y	Change from 12:1:1 through 12/14/22
WC5/1/06RM	MD	OHI	15:1, 10 mo. ICT, 10 mo.	N	Ongoing

FOR INFORMATION:**Volume LVII****Report No. CPSE – 10****SUBJECT:****RECOMMENDATIONS OF THE COMMITTEE ON
PRESCHOOL SPECIAL EDUCATION**

The Board of Education approves the recommendations of the Committee on Special Education for placement and related services in the Utica City School District and/or other approved programs as follows:

IR = Initial Eligibility Determination
RR = Requested Review
AMN = Amendment No Meeting

TR = Triennial (Re-evaluation) Review
AP = Administrative Placement
PR = Program Review

AR = Annual Review
PR = Program Review
Y = Yes N = No

Student code	Type of Meeting	Handicapping Condition	Recommended Program	Related Services	Results
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Committee on Preschool Special Education Meeting Date: September 30, 2022

HBK7/18/19HM	IR	PSWD	RS, 10 mo.	Y	New Entry; order OT & PT evals.
WS9/17/18JF	PR	PSWD	9:1+3, 10 mo.	Y	Add OT 2x30 min./wk.; Add PT 2x30 min./wk.
BA8/1/18GM	PR	PSWD	9:1+3, 10 mo.	Y	Order FBA/BIP

Committee on Preschool Special Education Meeting Date: October 11, 2022

HBE4/15/19AM	IR				Ineligible
AJ4/12/19AM	PR	PSWD	9:1+3, 10 mo.	Y	Add feeding goals to IEP
BA10/24/19AM	IR	PSWD	SEIS, 10 mo.	Y	New Entry; EI continues through Dec. 2022; on wait list for Integrated 9:1+3
HWJ8/18/18GM	PR	PSWD	9:1+3, 10 mo.	Y	Add OT 2x30 min./wk.
HWE11/7/19PF	IR	PSWD	SEIS, 10 mo.	Y	New Entry; EI continues through Dec. 2022; Integrated 9:1+3 to start Sept. 2023
WS8/19/19RF	IR	PSWD	SEIS, 10 mo.	Y	New Entry; Integrated 9:1+3 to start Sept. 2023
BM3/17/19MF	IR	PSWD	SEIS, 10 mo.	Y	New Entry; Order OT & PT evals; Integrated 9:1+3 to start Sept. 2023
WF8/6/19DF	IR				Ineligible
WC9/22/19KM	IR				Ineligible
HWA9/20/19EM	IR	PSWD	SEIS, 10 mo.	Y	New Entry; Integrated 9:1+3 to start Sept. 2023
HWK10/22/19MM	IR	PSWD	SEIS, 10 mo.	Y	New Entry; EI continues through Dec. 2022; Integrated 9:1+3 to start Sept. 2023
BWH12/18/18RF	IR	PSWD	RS, 10 mo.	Y	New Entry

<u>FOR INFORMATION:</u>	Volume LVII	Report No. P – 10
SUBJECT	Retirements	Food Service/Monitor

It is recommended that the following retirements be accepted:

Lori Grimaldi	Senior Food Service Worker-Breakfast and Lunch Program District-Wide – not to exceed 29 hours per week Effective: November 30, 2022 Notification Received: September 30, 2022 Years of Service: <u>24</u>
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Christine Stark	Monitor-Breakfast Program Jones Elementary School – 5.00 hours per week Effective: September 30, 2022 Notification Received: September 21, 2022 Years of Service: <u>10</u>
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<u>FOR INFORMATION:</u>	Volume LVII	Report No. P – 10
SUBJECT:	Resignation	Confidential

It is recommended that the following resignation be accepted:

Amanda Williams	Community/Parent Liaison (10-months) General Herkimer Elementary School Effective: October 2, 2022 Reason: Personal Notification Received: September 26, 2022
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<u>FOR INFORMATION:</u>	Volume LVII	Report No. P – 10
SUBJECT:	Resignations	Teacher

It is recommended that the following resignations be accepted:

Timothy Laverty	Special Education Teacher Jefferson Elementary School Effective: October 9, 2022 Reason: Personal Notification Received: September 23, 2022
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Senora Pierce	School Social Worker Kennedy Middle School Effective: October 3, 2022 Reason: Personal Notification Received: October 3, 2022
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FOR INFORMATION: **Volume LVII** **Report No. P – 10**

SUBJECT: **Resignation** **Extra-Curricular**

It is recommended that the following resignation be accepted:

Vanessa Houck Student Council Co-Advisor
Kennedy Middle School
Effective: September 20, 2022
Reason: Personal
Notification Received: September 20, 2022

FOR INFORMATION: **Volume LVII** **Report No. P – 10**

SUBJECT: **Resignation** **Teacher Assistant**

It is recommended that the following resignation be accepted:

Madina Haji Teacher Assistant – Special Education
General Herkimer Elementary School
Effective: September 29, 2022
Reason: Personal
Notification Received: September 29, 2022

FOR INFORMATION: **Volume LVII** **Report No. P – 10**

SUBJECT: **Resignation** **Security**

It is recommended that the following resignation be accepted:

David Fambrough Security Monitor
District-Wide
Effective: October 17, 2022
Reason: Personal
Notification Received: October 17, 2022

FOR INFORMATION: **Volume LVII** **Report No. P – 10**

SUBJECT: **Resignations** **Custodial/Maintenance**

It is recommended that the following resignations be accepted:

Daniel Devins Cleaner – Donovan Middle School
Effective: October 7, 2022
Reason: Personal
Notification Received: September 26, 2022

Michael Polak Cleaner – Proctor High School
Effective: October 13, 2022
Reason: Personal
Notification Received: October 13, 2022

<u>FOR INFORMATION:</u>	Volume LVII	Report No. P – 10
SUBJECT:	Resignation	Food Service/Monitor

It is recommended that the following resignation be accepted:

Gabriela Morales	Food Service Worker-Breakfast and Lunch Program District-Wide – not to exceed 29 hours per week Effective: September 27, 2022 Reason: Medical Notification Received: October 12, 2022
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<u>FOR INFORMATION:</u>	Volume LVII	Report No. P – 10
SUBJECT:	Unpaid Leave of Absence	Teacher

It is recommended that the following unpaid leave of absence be accepted:

Tammy Thrasher	Special Education Teacher Proctor High School From: October 12, 2022 To: November 16, 2022 Reason: Medical Notification Received: October 12, 2022
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<u>FOR INFORMATION:</u>	Volume LVII	Report No. P – 10
SUBJECT:	Unpaid Leave of Absence	Parent Liaison

It is recommended that the following unpaid leave of absence be accepted:

Carmen DeJesus	Community/Parent Liaison (10-months) Proctor High School From: September 26, 2022 To: February 28, 2023 Reason: Medical Notification Received: September 7, 2022
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<u>FOR INFORMATION:</u>	Volume LVII	Report No. P – 10
SUBJECT:	Unpaid Leaves of Absence	Teacher Assistant

It is recommended that the following unpaid leaves of absence be accepted:

Suzanne Battista	Teacher Assistant – In-House Suspension Hughes Elementary School From: October 11, 2022 To: November 10, 2022 Reason: Medical Notification Received: October 12, 2022 Teacher Assistant – Special Education
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Iris Lopez

Jones Elementary School
 From: October 11, 2022
 To: November 11, 2022
 Reason: Personal
 Notification Received: October 12, 2022

FOR INFORMATION:

Volume LVII

Report No. P – 10

SUBJECT:

Unpaid Leaves of Absence

Food Service/Monitor

It is recommended that the following unpaid leaves of absence be accepted:

Louis Casatelli

Food Service Worker-Breakfast and Lunch Program
 District-Wide – not to exceed 29 hours per week
 From: September 20, 2022
 To: December 2, 2022
 Reason: Medical
 Notification Received: August 26, 2022

Minka Kudic

Monitor-Breakfast and Lunch Program
 District-Wide – not to exceed 29 hours per week
 From: September 15, 2022
 To: November 21, 2022
 Reason: Medical
 Notification Received: October 11, 2022

Sedija Miljkovic

Food Service Worker-Breakfast and Lunch Program
 District-Wide – not to exceed 29 hours per week
 From: October 3, 2022
 To: October 26, 2022
 Reason: Medical
 Notification Received: October 3, 2022

Debra Secor

Food Service Worker-Lunch Program
 Proctor High School – 21.25 hours per week
 From: October 14, 2022
 To: November 15, 2022
 Reason: Medical
 Notification Received: October 18, 2022

Yashira Velazquez

Food Service Worker-Breakfast and Lunch Program
 District-Wide – not to exceed 29 hours per week
 From: October 9, 2022
 To: November 1, 2022
 Reason: Medical
 Notification Received: October 3, 2022

Mr. Cardillo made a motion to accept the Consent Agenda; seconded by Mrs. Padula.

There being no further discussion; **motion carried 7-0.**

THIS CONCLUDED THE CONSENT AGENDA.

<u>FOR ACTION:</u>	Volume LVII	Report No. P – 9
SUBJECT:	Change in Duty Location	Clerk TABLED

It is recommended that the following change in duty location be approved:

Susan E. Roach	Clerk (12-months) District-Wide Duty Location: Transportation Department Effective: October 26, 2022
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Moved by Mr. Dawes and seconded by Mr. Cardillo.

Mrs. Knoop: I wanted to question the clerk position. The change in duty location, I was just wondering why transportation when we have Special Education, I already see that we have other clerk openings. So, I was wondering why transportation this individual was moved to and was this position posted?

Mrs. LaGase: No, this was a request that came from the employee. That was the intent to move this individual to that location to support that. The clerk position that's in your open position is not in Special Education, those are only typist positions. There are no clerks there. The clerk's position that is in there is Central Kitchen.

Mrs. Knoop: So, this position was already an open position though in transportation?

Mrs. LaGase: Correct.

Mrs. Knoop: How does that work in regard to the union, it doesn't have to be posted?

Mrs. LaGase: This employee requested a transfer that was previously honored.

Mrs. Knoop: Was the position posted before if it was opened?

Mrs. LaGase: I would have to look because this was not created. I would have to look back because this was before I became the HR Director. I will have to check on that for you. The posting would have happened because it's not a newly created position, so I will have to check on that.

Mrs. Knoop: Ok.

President Hobika, Jr.: Do you want to wait to get an answer?

Mrs. Knoop: Yes.

President Hobika, Jr.: Is the purpose to table this?

Mrs. Knoop: Yes. Can we table this.

Mrs. Knoop made a motion to table this For Action; seconded by Mr. Paul.**Voice vote:**

Mr. Cardillo	Aye
Mr. Dawes	Yes

Mr. Hobika	Yes
Mrs. Knoop	Aye
Mrs. Padula	Yes
Mr. Paul	Aye
Mr. Testa	Aye

There being no further discussion; **motion carried 7-0.**

<u>FOR ACTION:</u>	Volume LVII	Report No. P – 9
SUBJECT:	Appointments	Coaching/Winter 2022-2023

It is recommended that the following coaching appointments be approved:

- | | |
|--------------------|--|
| Marica Bellico | Girls Assistant Varsity Volleyball
Proctor High School
Effective: Winter 2022-2023
Index: \$2,732 |
| Kristi Peterson | Mixed Varsity Cheerleading
Proctor High School
Effective: Winter 2022-2023
Index: \$5,085 |
| Jerome Tine | Varsity Indoor Track
Proctor High School
Effective: Winter 2022-2023
Index: \$4,359 |
| Heather Monroe | Assistant Varsity Indoor Track
Proctor High School
Effective: Winter 2022-2023
Index: \$3,101 |
| Michael Scotellaro | Boys Jr. Varsity Basketball
Proctor High School
Effective: Winter 2022-2023
Index: \$3,122 |
| LaSharr Hamell | Girls Jr. Varsity Basketball
Proctor High School
Effective: Winter 2022-2023
Index: \$3,071 |
| Leonard Kennedy | Girls Jr. Varsity Volleyball
Proctor High School
Effective: Winter 2022-2023
Index: \$2,732 |

Christy Cannistra	Mixed Jr. Varsity Cheerleading Proctor High School Effective: Winter 2022-2023 Index: \$1,951
Jeanna Swift	Boys Modified Swimming Donovan/Kennedy Middle Schools (combined) Effective: Winter 2022-2023 Index: \$2,341

Moved by Mr. Dawes and seconded by Mr. Cardillo.

Mrs. Knoop: Basically, I wanted to discuss the policy. I wanted to kind of go over what the procedure is when it comes to hiring a teacher who is certified to coach a sport versus somebody who has a professional coaching license. I know a couple of these spots; we had teachers that applied for this position, and I believe it's one definitely that we have not hired a teacher and instead we're hiring somebody from outside of the school. I just want to look at exactly what is the policy on that, what are the terms on this. If we could get a little bit of clarification. I know there's some confusion in regard to the coach community of exactly how people are chosen. If we could kind of go over this a little bit. I'm curious when it comes down to it, is the teacher priority or the professional coaching license. What is our priority?

President Hobika, Jr.: When does the winter sport season start?

Mr. Perrotta: November 14th is tryouts.

President Hobika, Jr.: November 14th are tryouts?

Mr. Perrotta: Correct.

President Hobika, Jr.: Ok, so if we can't get a clear and concise response on that, then I'm more than willing to hold a Special Meeting.

Mr. Perrotta: The way New York State Regs are from SED, if you do not have a certified teacher apply, you can hire a temporary licensed coach. If that coach is professionally certified, then they are an equal footing as a teacher. You can use your discretion as to who is more fit for the job or who is more qualified for the job. I guess the order is a physical education teacher, a certified teacher and then you can only hire that non-teacher with a temporary license if none of them apply. But if that individual that's a non-teacher has a professional license, then they're on equal footing as a certified teacher.

Mrs. Knoop: So, then it's up to who's discretion? It's up to your discretion on who takes the position, how does that work?

Mr. Perrotta: We interviewed, we had multiple applicants on a couple of sports, and we interviewed them. We had the same questions. We kept a rubric. Myself and Athletic Manager Dave Minicozzi did the interviewing. We meet, did a rubric, and made our final decisions.

President Hobika, Jr.: Not speaking specifically to any particular activity, but when you have somebody that demonstrates significant prowess not withstanding whether or not (no offense to the teachers), but somebody that's had a history, a track record of doing well and all of a sudden, they're taken out how does that ...I'm just curious as to how that works.

Mr. Perrotta: If they're not permanently certified, that could happen. We could have temporary licensed coaches who are non-teachers be in a job for multiple years, and if they don't get permanently certified; and I think that takes 5-7 years to get permanently certified a teacher that's qualified applies they automatically get the job.

President Hobika, Jr.: Ok.

Mr. Paul: We can also have that the other way then.

Mr. Perrotta: If a teacher is in the job, it would have to be a permanently certified non-teacher to take that job.

Mr. Paul: No, my question is if that coach doesn't show that prowess, doesn't show that they're doing a very good job and a teacher does apply.

Mr. Perrotta: Correct.

Mr. Paul: We can move a teacher into that.

Mr. Perrotta: Absolutely.

Mr. Paul: Gotcha.

Mr. Nolan: If I could add one thing to this. The policy, you have one-year contracts which is normal policy for all school districts. Athletic coaches are on a one-year term. The suggestion in talking with Vincent that we may bring forward is at this time of the year you're ready to start a winter season. You may have a coach that has been there for a couple of years with some prowess as being a person that could run a program. It's very challenging to make a decision after that. These jobs are just not seasonal positions anymore, especially at the varsity level. They run programs, they run all year long. They have summer camps, they have fall, they have spring. I think maybe a discussion we should have about at the end of the school year having the hiring of all the coaching positions for the following school year. Because at least you don't come until November 1st and you're getting ready to start girls' volleyball and all of a sudden you want to make a coaching change after that coach who thought had the job has done all this stuff in the fall, maybe did everything over the summer. That's a real consideration I think that you have to make. That's one of the things that Vincent and I talked about in just being in fairness to people.

President Hobika, Jr.: Yes.

Mrs. Knoop: Is that something we could possibly do for the next spring season? Is that a possibility? Can we move that up?

Mr. Perrotta: Yes.

Mrs. Knoop: I don't know how soon we could start, but maybe start now so that you can prepare these spring coaches and provide them an opportunity, so you don't have individuals preparing and then maybe something happens.

Mr. Perrotta: Correct, absolutely. Spring season coaches will start doing their off season work probably later this month or early this month. This would be the time to do it – post those positions.

President Hobika, Jr.: It seems pretty unreasonable to make coaching changes in any direction in October for a season that starts in November.

Mr. Perrotta: Correct.

Mr. Paul: That's what he's saying.

President Hobika, Jr.: I know, but my point is, it's not fair to the kids to be honest with you. It certainly isn't fair to the people that counted on it for the following year and it's not really fair to the incoming coach because there is no ability to create a foundation or do anything else.

Mr. Perrotta: Especially at the varsity level.

President Hobika, Jr.: Well, yes at any sport.

Mr. Nolan: That's Board policy so we would have to make a recommendation to the Board to change the policy as far as the hiring goes.

President Hobika, Jr.: No.

Mr. Gerace: If I have it correct, I think what Mrs. Knoop is talking about and what Vinny is talking about that is just moving up when you are going to consider the next season instead of waiting until December to vote on the spring season coaches. Do it earlier that way the spring season coaches aren't working all of December and part of November getting ready and then they find out they're not going to be coaching, which is exactly what you're talking about, and the Superintendent is talking about. I don't think there's a problem with that. Our Board policy does not say when. We just have traditionally done it at certain times of the year. That can change, it can be sooner. I just want to be clear on something because I know Vinny was trying to make it clear. If you have a professionally licensed coach who has all of the correct certifications and you've got a certified teacher who has all of the certifications, and you have a physical education teacher who has to have all of the certifications; those 3 are on equal footing as far as who the Board can pick. It's actually the Superintendent's recommendation, Athletic Department's recommendation and the Board approving whoever that is. I hope that helped clear something up.

Mr. Nolan: Thanks Vincent.

Mrs. Knoop: I did have a question too regarding pay. Some of the pay percentages are very different. I was just wondering if you could explain that.

President Hobika, Jr.: There's a typo on page 17.

Mrs. LaGase: Yes, there's a correction on page 17. The pay is in accordance with the UTA Collective Bargaining Agreement. It's based on number of years coaching and the percent index outlined in that particular contract.

President Hobika, Jr.: Which one of those items on page 17 needs to be corrected?

Mr. Nolan: The 3rd person down Girls Modified Volleyball/Donovan Middle School. The \$4,359 should be changed to \$3,632. I believe it was just a typo.

Mrs. LaGase: Yes.

President Hobika, Jr.: Does that satisfy your question?

Mrs. Knoop: It does.

Mr. Paul: Is the number correct - \$3,632 or \$2,632.

Mr. Nolan: The new correct number is \$3,632.

Mr. Paul: Thank you.

Mr. Cardillo made a motion to accept both page 16 and with the correction on page 17; seconded by Mr. Testa.

There being no final discussion; **motion carried 7-0.**

<u>FOR ACTION:</u>	Volume LVII	Report No. P – 9
SUBJECT:	Appointments	Coaching/Winter 2022-2023

It is recommended that the following coaching appointments be approved:

Rocco Giruzzi	Boys Modified Basketball Donovan Middle School Effective: Winter 2022-2023 Index: \$4,359
Nathan DeBan	Girls Modified Basketball Donovan Middle School Effective: Winter 2022-2023 Index: \$2,632
John Simmons	Girls Modified Volleyball Donovan Middle School Effective: Winter 2022-2023 Index: \$4,359 Correction: Index: \$3,632 (Per Utica Teachers' Association Collective Bargaining Agreement)
Joe Guidera	Boys Modified Basketball Kennedy Middle School Effective: Winter 2022-2023 Index: \$4,359
Francis Williams	Girls Modified Basketball Kennedy Middle School Effective: Winter 2022-2023 Index: \$2,632
Joshua Schreppel	Girls Modified Volleyball Kennedy Middle School Effective: Winter 2022-2023 Index: \$2,193

Mr. Cardillo made a motion to accept both page 16 and with the correction on page 17; seconded by Mr. Testa.

There being no final discussion; **motion carried 7-0.**

Mr. Nolan: Mr. President I have 2 others for the Report. One of the things that I learned quickly is that throughout the district there are a lot of as we know looking at the vacancies, there is a lot of understaffing. One of the departments that's tremendously understaffed is the Human Resources Department. I learned that almost on day

one. I also learned that there had been a Request for Proposal put forth to hire a consultant to come in and do an assessment of that department and then to be able to make some suggestions on how we could better support the Human Resources Department. When I discovered the RFP, I'm moving forth with the RFP today so we could get it out and get a consultant hired so that we could have that review done and then come back to the Board with suggestions on how we could really better support the Human Resources Department. I know in talking to people they talk about how difficult and how challenging it is to call someone in payroll or call someone in that department. We really want to be able to leverage and figure out what we can do to build capacity there so that we don't have some of those issues.

President Hobika, Jr.: So, we need a motion; you have it in your packet.

Mr. Knoop made a motion to accept the Request for Proposal for Needs Assessment of the Utica City School District's Human Resources Department. This motion was seconded by Mr. Paul.

Mr. Dawes: I'm still confused. We have a Human Resource Administrator and if she needs help, I would assume she would say this is what I need to help myself. Then we would vote on that. What we're doing is putting someone in place because I guess because we want – I don't know why we are.

President Hobika, Jr.: Well, we went over his before.

Mr. Dawes: Yes.

President Hobika, Jr.: I'm willing to do it again. There has been discussion about the fact that number one we have 1,800 employees. Our Human Resources person not only has to handle Human Resource issues, but she also has to sit in and do the hiring. She also has to be participating in some way in employee discipline and there's a whole host of other compliance issues that she needed to address. We have one professional person in the department. No matter how herculean her efforts are, she can't possibly succeed to the extent that we need in every task. I'm not going to make any other comments about anything else at this point in time. I think that that's enough of a reason to bring in somebody to create a report that will allow us to serve our employees better. (Audience claps). I didn't say that for applause, it's just the truth.

Mr. Cardillo: Just let me make a point. I think after listening to Mr. Nolan, you have some ideas for certain things which we didn't have prior to your recommendation to hire a consultant. My sense would be that Mrs. LaGase has done an excellent job. Maybe between the 2 of them, without an expenditure because this is going to cost money to bring a consultant in and we are spending money. We're spending money on a factfinder, we're spending money on an Interim Superintendent, we're spending money on an additional attorney. These are all things that I hear taxpayers are very concerned about. My thought is why don't we let Mrs. LaGase and our Interim Superintendent come up with some kind of a plan. I'm not against hiring people at all, but I don't necessarily know that we need a consultant to come in and recommend what we might be able to do ourselves. Those are my thoughts.

Mr. Paul: We have an Acting Superintendent right now that's not going to be here much longer; let's be clear about that.

Mr. Cardillo: But he's already recommended doing things in Special Ed.

Mr. Paul: I wouldn't think that he would pardon with Mrs. LaGase to do something and not be able to finish it in the time that he's here on an acting basis. But he was able to see that the department needs help. So, let's have somebody with outside eyes look at the department and see how we can help that department as opposed to trying to fix it from within like we're doing now. We've kicked this can down the road for a long time. Mrs. LaGase has done a fabulous job, but she needs help. She's not going to ask for it, she hasn't asked for it. We understand that this district needs to support her better than they're doing, and we need to figure out how we're going to do that. I can't say how to do it, I don't think anyone up here can say how to do it, but I think if we listen to someone that we hire that does it professionally we can get a much better answer.

Mr. Testa: Michele LaGase does a great job.

President Hobika, Jr.: By the way this is not a commentary on Mrs. LaGase so let's not...

Mr. Testa: Well the name came up and I just want people to know she does do a great job. She does need staff and just like throughout the district we need staff. We have many areas of teachers and many areas of TA's, many cleaners, many custodians, we are short in all different areas – secretaries, our Business Department, Human Resources. Our support staff does a great job for the amount of people. Years ago a lot of administrators got let go and everybody had a lot put on them. They shouldn't have all this on them, they need help. I agree with that. I have no problem looking at staff, maybe staff to help her. For a consultant I think basically if you're going to ask the people, we have our own people here along with while he's here Acting Superintendent and whatever the future holds for the administration, I think we have enough people here to figure it all out. You hear all the good things going on. Our Acting Superintendent has seen all the good things going on. We just have to work together as a Board. We have to have all seven of us working together, because if we don't have all seven of us, it's not going to work.

President Hobika, Jr.: Thanks for sharing your thoughts, Dave.

Mr. Nolan: Mr. President if I can just say I thought about this again. I talked with Mrs. LaGase several times over the last 5 days. The Toyota commercial where the guy is deciding whether he should bring his car to be serviced by Toyota and the Toyota spokesperson says would you want to have your car serviced by the carpenter that you had, and the guy is throwing the nail gun and hitting him in the kitchen. This is kind of the same thing. If you really want to be able to get the best advice on how Human Resource Departments work whether it's in a school or a business, I think you have to rely on people who are in that profession who know. And in education there are things in this district that are missing in Human Resources. There should be someone who is in charge of effectiveness right? Teachers are being held accountable through a teacher evaluation system. It's all computerized, it could mean a person's job or not depending on if it's done accurately. Someone has to be responsible for that right? We have a shortage of people that we haven't been able to hire, so you have a whole component of recruitment, hiring, that whole application process, that whole interview process. That's time-consuming and someone has to be responsible for that. You also have labor relations (how ever you want to call it) where you have someone who has to make sure that people are following the policies of the Board and when they're not, they may have to come to a Labor Management meeting. I'm just trying to list all these things that are taking place. You have an on-boarding piece. You have to bring people into the organization, and you want to do that so they stay in the organization. Mrs. LaGase probably knows a lot of this information herself, being in Human Resources, but should not have your car fixed by the guy who is trying to put bullets through your window; is the same kind of analogy I'm trying to use here. I think it's really encumbered upon us to get really good advice so that we do it right, so that offices get set up right and the way it should be and the way it should be staffed properly. That's my 2 cents. I was here a day; I was here one day, and I figured out how understaffed and overworked Mrs. LaGase is.

Mr. Cardillo: Like I said, he should be our consultant, he just enumerated what we need to do.

President Hobika, Jr. called for a voice vote:

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mrs. Padula	Yes
Mr. Paul	Yes
Mr. Testa	No

There being no further discussion; **motion carried (4-Yes/3 -No).**

Mr. Nolan: I have one other item to bring forward. It's the Utica City School District is a member of the Small City School Districts of New York. Mr. Karam, I think, has been the secretary of the organization. Utica has been a strong advocate for a lawsuit that the Utica City School District has been participating in for the last 10 or 15 years probably with the other small city schools to get the correct reimbursement from State Education. It has gone through the court system consistently up to the Appellate Division which has remanded it back to the Supreme Court Judge several times now. But, in order to keep the case going they are asking for the Utica School District to make their contribution for the attorney fees which is a \$20,000 bill. Again this is something that Utica has been very, very proud to sponsor in the past and be in support of. I just want to express my experience with Syracuse which was one of the Big 4 and went through the same type thing with the lawsuit for the Big 4 schools that we eventually won. It provided Syracuse with about \$150 million dollars more a year with Foundation Aid and this is the same type of thing. I'm sure it will and when it does finally get settled, it will provide some additional funding for Utica. Along with this participation in this part, we also will have the ability to have a report generated by the group that has been doing (they did one in Niagara Falls, they did one in Mt. Vernon); it actually shows the amount of money that would be the increase if the lawsuit is in favor of small city schools. I move that forward. You guys have supported it in the past and I'm just kind of the messenger.

Mr. Cardillo made a motion to authorize and make our contribution to the Small City Schools Consortium in the amount of \$20,000. This motion was seconded by Mrs. Padula.

There being no further discussion; **motion carried 7-0.**

THIS CONCLUDED THE SUPERINTENDENT'S REPORT.

Reports of Special Committees

BOCES Report – Joseph H. Hobika, Jr.

President Hobika, Jr. reported, "No BOCES Report at this time."

Audit/Finance/Grant/Insurance Committee – Donald Dawes/Joseph Hobika, Jr./Tennille Knoop

President Hobika, Jr. reported, "No Report at this time."

Capital Projects/Buildings & Grounds/Health & Safety Committee – Danielle Padula/Donald Dawes/David Testa

Mr. Dawes reported, "No Report at this time."

Channel 3//Communications/Fine Arts – Tennille Knoop/David Testa/Danielle Padula

Mrs. Knoop reported, "No Report at this time."

Policy Committee – Tennille Knoop/Robert Cardillo/Joseph Hobika, Jr.

President Hobika, Jr. reported, "No Report at this time."

Diversity/Community Outreach – Danielle Padula/James Paul/Robert Cardillo

Mrs. Padula reported, "No Report at this time."

Personnel/Instruction & Professional Development – Joseph Hobika, Jr./Tennille Knoop/James Paul

President Hobika, Jr. reported, "No Report at this time."

Citizen Advisory/Code of Conduct – James Paul/Danielle Padula/Robert Cardillo

Mr. Paul reported, "No Report at this time."

Financial Report**Budget Status Report – Haylee Lallier, Treasurer**

Ms. Lallier reported, "So I haven't received payment for the end of September. The current balances for the 2020 - 2021 school year are around \$680,600, for the 2021-2022 school year is around \$1,079,900."

President Hobika, Jr.: Pardon me for being confused. You give Budget Status Reports, right? Who actually starts the preparation of drafting next year's budget?

Miss Albanese: That would be me.

President Hobika, Jr.: That would be you, ok. So, we have timelines that we need to follow based on the calendar that we adopted. I believe it was in July or August. When does that start?

Miss Albanese: Usually in February.

President Hobika, Jr.: In February. So, are the things that happen in October, November, or December in order to prepare the district for the preparation of the budget that allows the Board to look at it so that we can have a budget session and all that? When does that normally start, or has it never really worked that way?

Miss Albanese: Basically in November and December.

President Hobika, Jr.: Ok.

Miss Albanese: We get all the budget summaries back from the building level and the administrators and then put it together. Then I will be meeting with Mr. Nolan by department to see what he's looking for or not looking for and then it can be presented to the Board.

President Hobika, Jr.: Does there ever come a point in time in that process where the Board can advocate for things that they'd like to see focused on.

Miss Albanese: Yes. That would be during the Budget Workshops that we have with the Board.

President Hobika, Jr.: Ok. No offense but having been here for 4 years and whatever I have never been to a Budget Workshop so I'd like to try to create one if we can do that. I have another question. There were a number of budget transfers that occurred. I just want to know if I vote to, there's nothing that calls for us to approve any budget report at his point, right?

Miss Albanese: Not at this point.

President Hobika, Jr.: This is just for the purpose to just provide us with information, correct?

Miss Albanese: Yes.

President Hobika, Jr.: I just wanted to make sure that I wasn't forgoing any opportunity to ask any further questions as time moves on. Ok. Thank you. By the way I just want to say that I do appreciate all the hard work that you do, and I know that you put your retirement in for April. I know that I'm going to miss you when you're gone.

Internal Auditor Report – Paris Rich, Internal Auditor

Mr. Rich reported, "Extra classroom quarterly statements you got everyone. You can see what each club has. I met with advisors at 2 of the schools. There were a few new ones, so I got them up to speed. I finished the payroll of October 7; there weren't any problems. Inventory and capital assets – I met with Mr. Ferraro. I went down to Buildings and Grounds and Central Kitchen, and I chose over 20 items just to make sure they were there. I also made sure that the depreciation was correct. There are checks that do come into the school district and they are put on a list. Each quarter I go through and make sure all these checks have hit the books. I'm still working on the Risk Assessment. I'd say I'm about a third of the way through."

Mrs. Knoop: I do have one question. I'm not sure if this is related to you or it goes to you or Miss Albanese. I did send you an email too inquiring when Proctor has games, people are paying tickets and a lot of people coming in and out. Where does that money go? You said it goes to General Funds. What is that money used for? Is it pushed back into our Athletic Program? Where is that money?

Mr. Rich: Miss Albanese, do you want to answer that?

Miss Albanese: It doesn't directly just cover athletics. You weren't here last year. When the budget is presented, there is a total of revenue that covers the total of expenses. So yes, does it cover some of those athletic expenditures yes, but it's not in there solely just for that. So they sell the tickets at the stadium, the money is delivered to somebody else in our Business Office and they count it. Then somebody else brings it to the Bank and then Paris audits the tickets and such so that they know everything is...

Mrs. Knoop: Ok. It was just a question because I know we have coaches out there that buy their athletes food, they are helping purchase for Senior Night and buying flowers. The question is when that money comes in and people are spending this money.

Miss Albanese: It is unnecessary for them. The coaches should be approaching either Mr. Perrotta or Dave.

President Hobika, Jr.: Is there a Policy?

Miss Albanese: I don't believe there's a Policy. If they want to spend their money from that department on that, they're more than welcome.

Mr. Paul: So we can stop them from doing it now?

Miss Albanese: Yes. I mean if they're purchasing their own stuff, it's unnecessary. We don't need them to buy their own things.

Mr. Dawes: Years ago when we were real short on our budget, I know the coaches had to buy hats for the baseball team and socks sometimes and little things like that. It costs money. Fortunately now, we've reinstated a lot of the stuff back into the budget. We used to cut the Athletic Budget every year because we had to save teachers. Now the money is there, but the coaches have to apply for it. They have to make out a voucher and they can get probably whatever they want. I won't say that for a fact because they may want more than they can have. But they pretty much shouldn't have to buy the little things anymore.

Miss Albanese: Right, they shouldn't.

Mr. Rich: But there are Boosters too is there not?

Miss Albanese: Right.

Mr. Dawes: The only Booster Club that makes money is football.

Mrs. Knoop: I know the other ones don't do fundraisers. You have soccer and you have all those programs and football is making money with have the concession, we have ticket sales, so it goes there, but the rest of the teams don't receive any of that.

Mrs. Padula: They should.

Miss Albanese: They should. If a sports team needs anything, they should speak to the Athletic Director. I think we more doubled or tripled their supply line this year. People shouldn't be buying anything out of their own pocket. They don't need to.

Mrs. Knoop: Ok.

Miss Albanese: There are different clubs at the building level; Student Council and such. They are always willing to make donations.

Mrs. Padula: We have like money left over that we just transfer right when a club closes out.

Mr. Rich: Normally that goes over to Student Council. We've caught up on those though.

Mrs. Padula: No, I'm just saying.

President Hobika, Jr.: This is for out-of-pocket expenses for the coaches that are trying to take care of some of the kids that need stuff, right?

Mrs. Padula: Like Senior Night or pizza parties.

Miss Albanese: That would be paid for by the clubs. If somebody needs uniform pants or such, they should be putting in a requisition.

President Hobika, Jr.: Maybe I'm wrong, but I don't think they're purchasing uniforms.

Miss Albanese: I would hope not.

President Hobika, Jr.: They're purchasing incidentals. They're providing things to eat on field trips and stuff like that, on bus trips and stuff like that.

Mr. Paul: They've also purchased equipment as well.

President Hobika, Jr.: Well if you're buying equipment, that is way out of...

Mr. Dawes: There is no reason in the world right now why purchases any kind of equipment.

President Hobika, Jr.: Especially band equipment.

Mr. Paul: We understand there is no need too. It should be happening, but it's happening. We need to just correct it.

Mr. Dawes: We need to let the coaches know that they have to ask. The problem is for years they couldn't get it, so they went out and spent their own money to get stuff.

Mr. Paul: We have coaches that have asked and been denied. I know a coach that has asked and has been denied and purchased it out of their own pocket and hasn't been reimbursed. Let's not make it what it isn't. It's a thing right now. If it's no longer a thing, we need to let the coaches know now. They are doing it.

President Hobika, Jr.: That's something that can be addressed right? We can ask Brian to look into that right?

Mr. Nolan: Miss Albanese I just have a question for you. There's an athletic budget that Vincent is able to use to purchase uniforms, equipment, and the essentials that athletic teams need to have.

Miss Albanese: Correct. There are 3 lines in the budget; one for Proctor, one for JFK, and one for Donovan.

Mr. Nolan: So, he needs to develop a budget with his coaching staff at each of those schools.

Miss Albanese: Correct if they need more money yes.

Mr. Nolan: The basketball team needs uniforms this year, but baseball got them last year, so they don't need them. There should be a cycle of uniforms.

Mr. Dawes: Yes, and that's what we do.

Mr. Nolan: And then there's equipment; of course, baseballs you have to buy each year, you may every year. But uniforms you probably rotate. Let me get with Vincent, I know he's kind of new.

Mr. Dawes: Yes, brand new.

Mr. Nolan: Has he gone through a budget cycle right now?

Miss Albanese: No.

Mr. Dawes: Well, he has Michele because he was the Athletic Manager.

Mr. Nolan: He was the manager, right?

Mr. Dawes: Prior to this and to be honest with you he's done a lot of this stuff as the Athletic Manager.

Mr. Nolan: I would be happy to talk with him and see as the new year approaches for the budget how we can free to the schools, priorities he should have – like a spreadsheet on when uniforms were purchased and rotating through.

Miss Albanese: Ok.

President Hobika, Jr.: That's something for example that we could discuss at a Budget Workshop and ask that something be added to the line.

Approval of Minutes

Mr. Cardillo made a motion to approve the following minutes; seconded by Mr. Paul.

- September 27, 2022 – Special Meeting
- September 27, 2022 – Regular Meeting
- October 6, 2022 – Special Meeting

There being no further discussion; **motion carried 7-0.**

Continuing Business (None)

New Business

Mr. Cardillo made a motion to reschedule the Board of Education November 22, 2022 and December 27, 2022 Meeting dates to:

- November 15, 2022
- December 13, 2022

This motion was seconded by Mrs. Padula.

There being no further discussion; **motion carried 7-0.**

President Hobika, Jr.: We are going to move this meeting to the Auditorium here at Kernan. We are going to hope that that works for purposes of being able to have everybody sit. We also have to make sure that we can hear people and it's manageable.

Communication (None)

Adjournment

Mr. Paul made a motion to adjourn the October 25, 2022 Regular Meeting; seconded by Mrs. Padula.

There being no further discussion; **motion carried 7-0.**

The Regular Meeting was adjourned at 8:55 p.m.

Respectfully transcribed and submitted,

DEBORAH L. VENNERO
Board Recorder

