

**BOARD OF EDUCATION  
UTICA CITY SCHOOL DISTRICT  
REGULAR MEETING – JANUARY 24, 2023 – 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, Michele Albanese, Steve Falchi, Trina Falchi, Mike Ferraro, Shawna Fleck, Kathy Hughes, Sara Klimek, Teresa Mathews, Pam Smoulcey, 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.

\*\*\*\*

**Student Recognition, Employee, and Community Recognition**

President Hobika, Jr. stated that on the agenda we had student and employee recognition. We are actually going to defer that until next month.

\*\*\*\*

**Presentations**

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

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

**Questions from Board Members:**

None

\*\*\*\*

President Hobika, Jr. requested a motion based on our Executive Session. I need a motion to continue the paid administrative leave for an employee who was discussed by the Board of Education in Executive Session pending final determination of the investigation or any appeals.

**Mr. Paul made the motion to continue the paid administrative leave for an employee who was discussed by the Board of Education during Executive Session pending final determination of the investigation or any appeals. This motion was seconded by Mrs. Padula.**

**President Hobika, Jr. called for a voice vote:**

Mr. Cardillo	<b>Yes</b>
Mr. Dawes	<b>Yes</b>
Mr. Hobika, Jr.	<b>Yes</b>
Mrs. Knoop	<b>Yes</b>
Mrs. Padula	<b>Yes</b>
Mr. Paul	<b>Yes</b>
Mr. Testa	<b>Yes</b>

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

----

President Hobika, Jr. called for a motion to pass the following Resolution:

**RESOLVED** that the Board of Education of the Utica City School District hereby appoints Kevin H. Herron to conduct an appeal review concerning the investigation of an employee of the district; and be it further

**RESOLVED** that Mr. Harron shall be compensated consistent with the terms of the engagement contained in a letter from Mr. Harron dated December 27, 2022; and be it further

**RESOLVED** that the Board of Education hereby accords to Mr. Harron the coverage set forth in Section 18 of the New York State Public Officers Law solely with regards to the duties undertaken by him under this appointment.

**This motion was moved by Mr. Paul and seconded by Mrs. Padula.**

**President Hobika, Jr. called for a voice vote:**

Mr. Cardillo:	<b>Yes</b>
Mr. Dawes:	Abstain
Mr. Hobika, Jr.	<b>Yes</b>
Mrs. Knoop	<b>Yes</b>
Mrs. Padula	<b>Yes</b>
Mr. Paul	<b>Yes</b>
Mr. Testa	<b>Yes</b>

President Hobika, Jr.: Mr. Dawes you have to set forth your reason for abstaining.

Mr. Dawes: We only got this tonight and I want to investigate it further.

There being no further discussion, **motion carried 6-0 (Mr. Dawes – Abstain).**

\*\*\*\*

### **Discussions**

#### **Capitol Project Update – Jeffrey Kloetzer, Stieglitz Snyder Architecture (SSA)**

Mr. Kloetzer presented an update on the Capital Project.

#### **Questions from Board Members:**

Mr. Dawes: I have one. Where do we stand with Utica College as far as the use of where the old softball field was; and I assume that's where the new one is going to go.

Mr. Kloetzer: I can speak to that, and I will ask Mr. Ferraro to jump in too if needed. So everyone knows, the Donovan site which is contiguous to the Utica College site. We had had a little bit of overlap of fields onto their site which I think a lot of people know. So, we originally planned to have our upgrades done a while ago, but some of our field was on their property. We are working together now with Utica College to get an agreement in place to do our improvements there and then the State will let us do our improvements. There was basically a delay in us doing that until that was figured out. I don't know Mr. Ferraro if you want to add anything or we're good.

Mr. Ferraro: We just engaged in conversation with them about 3 months ago and we are continuing to have that conversation with them so the field will basically fit our needs and their needs to help us acquire that property to build that softball field.

Mr. Kloetzer: On the document side Mr. Dawes, the documents are done for that. Once that piece is done, we'll submit that we will be able to get moving on it pretty quickly. That will wrap up all the fields at Donovan and will be in really good shape.

Mr. Dawes: The baseball field – has that been corrected? The springs up there, the drainage?

Mr. Kloetzer: We did some minor drainage adjustments at the end of last year. I think all that is completed.

Mr. Ferraro: Some of it was the sprinkler system underground. We replaced some of the pipes.

Mr. Kloetzer: Besides that, we had the JFK Athletic Support Building I'll call it. That should be the last piece in terms of buildings. All the other building work is complete and then the field stuff that I talked about today. I think that's it. I'm sure there will be minor adjustments over the next summer still on some of the fields. But overall everything is in and appears to be functioning really well.

Mr. Dawes: Beautiful, thank you.

President Hobika, Jr.: For those that are keeping score the Social-Emotional Learning Curriculum that was just a carryover from last month's agenda. We got a little busy and that got carried over. I apologize to anyone that was looking forward to that today. We did cover it last month though very well.

----

### **Human Resources Update – Mr. Brian Nolan, Interim Superintendent**

Mr. Nolan reported, "The only Human Resource update that we have is that we've been talking with the RIC. We have some fundamental issues with our Envision Software Program which is really the Human Resources and Financial – it's kind of like a position control software program. I think the first week I was here I called the RIC to see if we could get some support because if it says Scott Rogowski works at Hughes, but he doesn't work at Hughes he works at Herkimer. It might be wrong in the system. We've had this issue in trying to get that addressed. It's an issue with the RIC also because they have a real challenge finding people who have the ability to understand the Envision System and be capable of coming in and trying to address some of those. We've had this ongoing conversation. They've been training some folks. They also have a consultant that they work with at the State level who they've been trying to get to come to Utica to do an assessment. So, the update is that we're really working on the Envision System to make it more user friendly for the folks here at Central Office that need to use it, but also to make it more user friendly for our staff that kind of depend on it to make sure the paychecks are right, if they're in the right building and those kinds of things. I just wanted to update that as far as Human Resources. We have a nice conference call scheduled next week with the RIC and the consultant and the person that the RIC is actually going to station here to help us with the Envision piece. I wanted to bring that out because it's been an issue for us and we're trying to address it."

Mrs. Padula: I have 2 questions. We currently have a consultant for HR. Any recommendations yet or a report? I'm sure you're obviously talking to him. Any immediate recommendations?

Mr. Nolan: The report is due February 28<sup>th</sup>. We meet with the consultant on a regular basis during the week. With the transition and the actual hiring of a new Chief Human Resource Officer, the role of the consultant has also been advisory to help us with that process. That maybe slowed things down for him a little bit, but we expect his report at the end of February.

Mrs. Padula: I have one more question with the transition in HR. Is active recruitment and interviews still taking place?

Mr. Nolan: The posting deadline was I believe was January 10<sup>th</sup>. Then as soon as the posting ended, which is 10 days (the legal number of days it has to be posted), as soon as the deadline came we had 4 applicants. Two from outside the district and two from within. We interviewed I think it was last Friday or it was a week ago Friday; I'm bringing the name forward tonight.

Mrs. Padula: I don't mean to interrupt. I don't mean HR, I'm sorry if my question was confusing. I mean even just for teachers/TAs like the active interview process. I know we have a lot of postings out there, even for sports. I was just wondering if there was a lapse in the interview process due to the transition. I'm sorry I didn't mean Chief Human Resource Officer.

Mr. Nolan: I think that Mrs. LaGase was trying to address all of those loose ends before she left. I think she wrapped up a lot of those. She has left some for us and we've been working trying to address those.

Mrs. Padula: Ok.

Mr. Nolan: We are hiring a Speech Pathologist tonight.

Mrs. Padula: I see some retirements in here and I just want to make sure.

President Hobika, Jr.: I'm hopeful that there is going to be an uptick in performance in that department.

Mrs. Padula: Thank you for your opinion, Mr. Hobika.

President Hobika, Jr.: It's not an opinion, it's a hope.

\*\*\*\*

### **School Safety Update**

Sergeant Rios presented the School Safety update to the Board of Education.

#### **Questions from Board Members:**

Mrs. Padula: You probably don't have the answer to this right now and that's totally fine. At the next Board Meeting or when you can get it, I'm just curious about the student to security ratio in each building. I understand the turnover. Even if it's approximate or estimate. I appreciate the metal detectors and all that safety and everything like that, but I'm just wondering. I know we are understaffed, but we still see fights and things going on. I'm just curious about that.

Sergeant Rios: I don't want to give the false perception of this, but if a fight is going to occur it's going to occur no matter how many security staff you have there. No one is going to be able to stop me from punching someone if I wanted to. I don't know if I can discuss how many monitors or anything we have there.

President Hobika, Jr.: No, I don't think so.

Sergeant Rios: Ok. I think it's appropriate for each school that we have now and they're doing a great job there.

Mr. Dawes: I have a quick question. Is Mr. Williams sick?

Sergeant Rios: I was asked to come and give the briefing here today and I'm here doing it. I think the Board will discuss Mr. Williams coming and when he's not coming.

Mr. Dawes: Oh ok.

President Hobika, Jr.: I believe that's the Acting Superintendent's choice, right?

Mr. Nolan: Yes.

Mr. Dawes: Oh, ok.

President Hobika, Jr. Thank you, Sergeant; appreciate it.

\*\*\*\*

**Student Representative Report – Tha Da Mwee Kyet**

Ms. Kyet presented the Student Report to the Board of Education.

**Questions from Board Members:**

Mr. Paul: Can we get that Career Fair information placed on our Website and Channel 3 so that our families are informed of that. Are we going to be involved in that as well as a district, as an employer?

President Hobika, Jr.: I think that would be a good idea, James.

Mr. Paul: We'll hire them, we want them.

Mrs. Padula: It's not a public event, right?

President Hobika, Jr.: Is it? I have no idea.

Mrs. Padula: It's private just to the 11<sup>th</sup> and 12<sup>th</sup> graders.

President Hobika, Jr.: But there might be employers out there that would hear about it and want to come. I'm not sure how it's organized. Before I move on to the other standing committees, I did neglect to do one thing before we got started. That is have Mr. Ferraro just explain one more time on the record here why our meeting is in the Board Room rather than in the Auditorium at Kernan.

Mr. Ferraro: We are required to inspect our rigging and stage equipment on an annual basis. Today we inspected Kernan and Donovan. Upon inspection of Kernan's rigging they found some ropes and guide wires to be unsafe. There is no way to really correct that without removing those devices, so we shut the stage down temporarily until we can make those proper repairs.

President Hobika, Jr.: Thank you very much.

----

**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 presented the report from the Utica Teachers Association.

**Questions from Board Members:**

None

----

**Superintendent's Remarks**

Good evening. There are a few people in the audience that I would like to recognize tonight who are either new or newly appointed. First, Pam Smoulcey who is our Administrator for Special Education. We are very happy to have Pam aboard. I think you know Shawna Fleck who is our Director for Testing and Planning. Shawna is going to be doing a great report for you next month on our accountability. We can't talk about it, but it's very good. Next to Shawna is Trina Falchi who we all know is our Director for Student Services. I think I've addressed all the district and building administrators that may be here. I know there's a lot of teachers and it's nice to see everybody here. I am going to right into the State of the Union or as we like to call it here, the State of the District. The team has been working and trying to develop a student-centered comprehensive plan to address a lot of the needs that we see both with our students and school but also within the community. We are engaged with numerous partners and I will show you once we get to the slides, but we had the great pleasure of meeting with Hilda Jordan and then being able to meet with Hilda Jordan. Hilda is a Utica grad. She is a Kernan/Donovan/Proctor/Harvard University who now has her own consulting business, Hilda Jordan Consulting. She has been one of the community partners that we've been talking with about how to develop this comprehensive plan. In her proposal she has this quote that was very compelling, "Every Utica student has a sphere of excellence that can be discovered and developed through a systemic and inclusive design". When we talk about every student having a sphere of excellence, we want to talk about how we accomplished that and how we allow that student to really grow and become the students that we want them to have as they leave us and how we do that and how we do that and how we accomplish that is by developing this systemic and inclusive design which we will talk a little bit about that here tonight.

Acting Superintendent Nolan presented his Power Point to the Board of Education.



## STATE OF THE DISTRICT

---

*"Every Utica student has a sphere of excellence that can be discovered and developed through a systemic and inclusive design"* **Hilda Jordan**



## Achieving a Sphere of Excellence

---

- Utica City Schools - Organizational Chart
  - Mission Driven
  - Accountable
  - Equitable
  - Inclusive
  - Deliverable



## Achieving a Sphere of Excellence

---

- Mission Driven
  - Central Registration Center
  - Career & Technical Education
  - Early Childhood Education
  - Teaching & Learning Assessment
  - Special Education Program/Compliance
  - Communications Department
  - Professional Development Center – Admin Bldg.



## Achieving a Sphere of Excellence

---

- Accountable
  - Payroll/Overtime/Work Rule Monitoring
  - Adherence to Collective Bargaining Agreements
  - Service Employees Union Agreement
  - Parent Liaison Reorganization
  - City of Utica Civil Service Collaboration
  - Streamlined Hiring Practices/Process



## Achieving a Sphere of Excellence

---

- Inclusive
  - “System of Care” – Comprehensive/Student-Centered
    - Safe Schools
    - iCan
    - Hillside Work-Scholarship
    - Empowerment, Accessibility & Transformation (E.A.T.S. Program)
    - OnPoint for College





## Achieving a Sphere of Excellence

---

- **Equitable**
  - Tentative Teacher Contract – Fair & Balanced
  - Maisto Survey – Foundational Aid
  - College Partnerships – Student Access
  - Sup't Student Hearings – Appeal Process
  - iTutor – Responsive



## Achieving a Sphere of Excellence

---

- **Deliverable**
  - **Communications**
    - Text Message App Activated
    - Parent Portal (SchoolTool) Activated
  - **Paperwork Reduction**
    - RTi Edge Implementation (One platform)
    - Eliminated multiple reporting/digitized record keeping
  - **Launched New Website**
    - ADA Compliant
    - Multiple Languages



## Achieving a Sphere of Excellence

- Deliverable
  - Student Musical Instrument Rental Program
    - Eliminated cost to student/families
    - All students have access
  - Athletics
    - Established Athletic Coach Hiring Timelines
    - Negotiated Competitive Coach/Extracurricular Salaries
  - Student Safety and Security
    - CPR/First Aid Training - All School Safety staff
    - Assessed/Addressed Student Entry Protocols at Proctor HS

Mr. Nolan: This is the State of the Union. We've done a lot in a pretty short amount of time. Again, going back to the idea of really being influential on our students' sphere of excellence; developing that sphere of excellence by being influential. Hopefully the presentation kind of gives us a better understanding of where we are trying to move forward here in the district. Anybody have any questions?

Mrs. Padula: That was a beautiful presentation by the way. I do have a question in regards back to the hours. There are some shifts and positions in our district that are not 35 hours. Have you expanded like for a lunch monitor?

Mr. Nolan: That's all they get paid, it's a separate fund. That is federal money for that.

Mrs. Padula: So when you surveyed people, their hours won't be changing or anything, I just want to make sure.

Mr. Nolan: No. There are quite a few people who are lunch monitors or cafeteria that work a limited number of hours. We didn't touch that at all.

President Hobika, Jr.: You seem to be quite busy.

\*\*\*\*

### **Superintendent's Report**

#### **Tentative Teacher Contract**

Mr. Nolan presented the Superintendent's Report of January 24, 2023 for Board Approval with the following additions:

- Page 26 – Resolution for Kernan Elementary School Stage Emergency Project
- Page 26 – Application for Extended Field Trip – Proctor High School
- Page 27 – Appointment/Speech Pathologist

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:

Mr. Dawes	Page 2	Resolution (S-126)
		Lease Agreement between the Utica City School District and the Mohawk Valley Hospital System (S-128)
		Consulting Agreement between the Utica City School District and Empower Business Strategies – HR (S-129)
	Page 7	Employment Agreement between the Utica City School District and Erica Schoff (P-15)
	Page 8	Employment Agreement between the Utica City School and Community/Parent Liaisons (P-15)
		Employment Agreement between the Utica City School District and Carol Connelly (P-15)
Mr. Hobika, Jr.	Page 25	Extended Unpaid Leave of Absence – Teacher (P-16)

**SUPERINTENDENT'S REPORT****REGULAR MEETING****January 24, 2023**

Page #

**FOR ACTION**

S – 126	Resolution	2
S – 127	Memorandum of Agreement between the Utica City School District and the Central and Northern New York Building and Trades AFL-CIO	2
S – 128	Lease Agreement between the Utica City School District and the Mohawk Valley Hospital System	2
S – 129	Consulting Agreement between the Utica City School District and Empower Business Strategies – Human Resources Department	2
S – 130	Memorandum of Understanding between the Utica City School District and Utica University	3
S – 131	Memorandum of Understanding between the Utica City School District and LeMoyne College	3
S – 132	Application for Extended Field Trip	3
S – 133	Application for Extended Field Trip	3

**FOR ACTION**

B – 23	Central Kitchen – Pot, Pan, and Utensil Washer	4
B – 24	Disposal of Obsolete Computer Equipment	4

**FOR ACTION**

P – 15	Retirement	5
	Terminations	5
	Changes of Status	5 – 6
	Changes of Assignment	6 – 7
	Appointments	7 – 16
	Conferences	16

**FOR INFORMATION**

CSE – 15	Recommendations of the Committee on Special Education	17 – 19
CPSE – 16	Recommendations of the Committee on Preschool Special Education	20

**FOR INFORMATION**

P – 16	Retirement	21
	Resignations	21 – 22
	Rescindment of Unpaid Leave of Absence	23
	Leave of Absence	23
	Unpaid Leaves of Absence	23 – 25
	Extended Unpaid Leaves of Absence	25

**MOTIONS FROM THE FLOOR:**

S – 134	Resolution for Kernan Elementary School Stage Emergency Project	26
S – 135	Application for Extended Field Trip – Proctor High School	26
P – 16	Appointment – (Speech Language Pathologist)	27

**FOR ACTION:****Volume LVII****Report No. S – 127****SUBJECT:****Memorandum of Agreement between the Utica City School District and the Central and Northern New York Building and Trades Council AFL-CIO**

Authorization is requested of the Board of Education to approve the Memorandum of Agreement between the Utica City School District and the Central and Northern New York Building and Trades Council AFL-CIO dated January 25, 2023.

**\*This For Action was not pulled by a Board Member but was commented on by Mr. Nolan.**

Mr. Nolan: One of the things that came about is that Mike am I right, 17 trades people?

Mr. Ferraro: Yes.

Mr. Nolan: So we have approximately 17 trades people that work for us. We needed to hire a new HVAC trade person because ours is retiring. So this came to light when we were putting the HVAC together with again the insurance piece comes up. We discovered that there were 3 employees of the district who worked in another and then transferred over to trades, and they were at the time as employees had their insurance and were kind of all set. But when they went over to trades, what they were paying for their insurance in that one position now went away and they were required to pay a pretty substantial amount of money. What we did with the trades folks because there are 17 of them; so of the 17, 14 were on the old grandfather insurance and the 3 that went over (who were previously district employees) they just transferred. They had to pay a lot more money for their insurance in making the transfer. So what we decided to do in this Agreement is that all 17 trades people are going to pay the same amount for insurance. We didn't change anything other than we eliminated those 3 people who got contracted and were paying a substantial amount more. I got it right, right Mike?

Mr. Ferraro: They were employees for a long time in the district and got a promotion, but really it wouldn't be because they got penalized for that portion.

**FOR ACTION:****Volume LVII****Report No. S – 130****SUBJECT:****Memorandum of Understanding between the Utica City School District and Utica University**

Authorization is requested of the Board of Education to approve the Memorandum of Understanding dated January 25, 2023 between the Utica City School District and Utica University in connection with the New York State Department of Labor (NYSDOL) Teacher Residency Program (TRP).

**FOR ACTION:****Volume LVII****Report No. S – 131****SUBJECT:****Memorandum of Understanding between the Utica City School District and LeMoyne College**

Authorization is requested of the Board of Education to approve the Memorandum of Understanding dated January 25, 2023 between the Utica City School District and LeMoyne College in connection with the New York State Department of Labor (NYSDOL) Teacher Residency Program (TRP).

**Comments by Board Members:**

January 24, 2023 – 7:00 p.m.

Regular Meeting

Mr. Cardillo: I just like to make a comment. I think that’s a great opportunity. I can tell you having taught many Bridge Students at Mohawk Valley Community College from Proctor. They were the best students I had. They were really good kids. They did a great job. Thank you.

**FOR ACTION:** **Volume LVII** **Report No. S – 132**

**SUBJECT:** **Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately seventy-five (75) Albany Elementary School students to travel to Wonder Works in Syracuse, NY on Wednesday, June 7, 2023. Students will participate in the ropes course, laser tag, and interactive science exhibits which will allow them to engage in team building, along with exploring physical, Earth and Life Science exhibits.

Supervision of these students will be provided by Elizabeth Schachtler, Teacher, Julia Hall, Teacher, Caitlin Adams, Teacher, Luz Velasco, Teacher, Danielle Marino, Teacher, Carissa Asaro, Teacher, Jessica Wilk, Teacher, Brandy Tirado, parent, and Ann Marie Giannotti, parent.

This trip was reviewed and approved by Tania Kalavazoff, Principal, Albany Elementary School, and Steven Falchi, Chief Academic Officer.

**FOR ACTION:** **Volume LVII** **Report No. S – 133**

**SUBJECT:** **Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately thirty (30) Kennedy Middle School students to travel to the Black River Outdoor Education Program located in Boonville, NY on Monday, January 23, 2023. This is the Best Buddies and Student Council Field Trip engaging the students in social-emotional and physical education activities.

Supervision of these students will be provided by Nicole Greene, Special Education Teacher/Student Council Advisor, Colleen Schreppel, Teacher, and Kelly Hajdasz, Teacher.

This trip was reviewed and approved by Colin Clark, Principal, Kennedy Middle School, and Steven Falchi, Chief Academic Officer.

**FOR ACTION:** **Volume LVII** **Report No. B – 23**

**SUBJECT:** **Central Kitchen – Pot, Pan, and Utensil Washer**

It is recommended that the bid for the Pot, Pan, and Utensil Washer be awarded to Joseph Flihan Company with the sole bid of \$19,740.00.

COMPANY	BID AMOUNT
Joseph Flihan Company 418-426 Broad Street Utica, NY 13480	\$19,740.00











**FOR ACTION:****Volume LVII****Report No. P – 15****SUBJECT:****Appointments****Teacher Assistant**

It is recommended that the following appointments be approved:

Elena D. Beattie  
22 Upper Woods Road  
New Hartford, NY 13413

Teacher Assistant – AIS  
Albany Elementary School  
29 hours per week  
Effective: January 25, 2023  
Salary: \$18.00 per hour  
Education: M.L.S., Syracuse University  
Experience: Reading Tutor, Utica City School District  
Utica, NY  
9/17 to present

Frank Dardano  
111 Kensington Drive  
Utica, NY 13501

Teacher Assistant – ISS  
Proctor High School – 29 hours per week  
Effective: January 25, 2023  
Salary: \$18.00 per hour  
Education: B.A., Curry College  
Experience: Teacher Assistant, Proctor High School  
Utica, NY  
10/08 to 6/22

Tanisha Harris  
8 Tarbell Terrace  
Utica, NY 13501

Teacher Assistant – Special Education  
District-Wide – 29 hours per week  
Effective: January 25, 2023  
Salary: \$18.00 per hour  
Education: Graduate of Proctor High School  
Experience: School Aide, Upstate Cerebral Palsy  
Utica, NY  
2/14 to 6/22

Katrina Shunk  
8088 Russell Avenue  
Rome, NY 13440

Teacher Assistant – Special Education  
District-Wide – 29 hours per week  
Effective: January 25, 2023  
Salary: \$18.00 per hour  
Education: G.E.D., Sauquoit Valley High School  
Experience: Food Server, Turning Stone Casino  
Verona, NY  
6/22 to present

**FOR ACTION:****Volume LVII****Report No. P – 15****SUBJECT:****Appointment****HVAC Systems Mechanic**

It is recommended that the following appointment be approved:

William S. Flagg  
344 Center Road  
Frankfort, NY 13340

HVAC Systems Mechanic  
District-Wide (Probationary)  
Effective: January 25, 2023  
Salary: \$90,000 per year  
Education: Graduated Frankfort-Schuyler High School;  
New York State Department of Labor Plumber Pipe Fitter  
Apprenticeship Training, 2007 to 2012; OSHA Construction  
Safety & Health Training Course, 2014; EPA 608 Universal  
HVAC Technician Certification, 2017; New York State Code  
Enforcement Educational Program, 2017; AERCO Technical  
Training Certificate, 2018; Instructor's Training Course in  
Adult and Infant CPR/AED, 8/22  
Experience: Town of Frankfort Plumbing Inspector,  
10/17 to 11/21; Apprentice Instructor, Local 112 Apprenticeship  
Training Program, 9/14 to present; Building Trades Journeyman  
Pipe Fitter/HVAC Technician, H.J. Brandeles Corporation,  
6/07 to present

**FOR ACTION:****Volume LVII****Report No. P – 15****SUBJECT:****Appointments****Custodial/Maintenance**

It is recommended that the following appointments be approved:

Jaden Sheridan  
25 Jewett Place, Apt. 2  
Utica, NY 13501

Cleaner  
District-Wide (Probationary)  
Effective: January 30, 2023  
Salary: \$15.63 per hour  
Education: Graduate of Proctor High School  
Experience: Grave Digger, Calvary Cemetery  
Utica, NY  
3/22 to present

Anthony Tartaglia  
1401 Eagle Street, Apt. 2  
Utica, NY 13501

Cleaner  
District-Wide (Probationary)  
Effective: January 30, 2023  
Salary: \$15.63 per hour  
Education: Graduate of Proctor High School  
Experience: Facilities Manager, St. Petersburg Catholic High School  
St. Petersburg, FL  
9/21 to 12/22

<b><u>FOR ACTION:</u></b>	<b>Volume LVII</b>	<b>Report No. P – 15</b>
<b>SUBJECT:</b>	<b>Appointments</b>	<b>Security</b>

It is recommended that the following appointments be approved:

Joshua A. Austin  
400 Ashland Avenue  
Utica, NY 13502

School Monitor (Active Duty Officer)  
District-Wide  
Effective: January 25, 2023  
Salary: \$28.00 per hour  
Education: Graduate of Proctor High School  
Experience: Investigator, Utica Police Department  
Utica, NY  
9/13 to present

Paul C. Dewey  
1502 Redwood Avenue  
Utica, NY 13502

School Monitor (Active Duty Officer)  
District-Wide  
Effective: January 25, 2023  
Salary: \$28.00 per hour  
Education: B.S., SUNY IT  
Experience: Investigator, Utica Police Department  
Utica, NY  
6/14 to present

<b><u>FOR ACTION:</u></b>	<b>Volume LVII</b>	<b>Report No. P – 15</b>
<b>SUBJECT:</b>	<b>Appointments</b>	<b>Security</b>

It is recommended that the following appointments be approved:

Gedow Abdulkadir  
519 Jefferson Street, Apt. 3  
Utica, NY 13501

School Monitor (Security)  
District-Wide  
Effective: January 25, 2023  
Salary: \$17.73 per hour  
Education: A.S., Mohawk Valley Community College  
Experience: Security Guard, Securitas  
Utica, NY  
1/16 to present

Rebecca Henkle  
P.O. Box 64  
Westmoreland, NY 13490

School Monitor (Security)  
District-Wide  
Effective: January 25, 2023  
Salary: \$17.73 per hour  
Education: B.S., SUNY Empire  
Experience: Program Monitor, Bradley Elementary School  
New Hartford, NY  
8/22 to present

<b><u>FOR ACTION:</u></b>	<b>Volume LVII</b>	<b>Report No. P – 15</b>
<b>SUBJECT:</b>	<b>Appointments</b>	<b>Security</b>

It is recommended that the following appointments be approved:

Ronald Pierce 702 Herkimer Road Utica, NY 13502	School Monitor (Security) District-Wide Effective: January 25, 2023 Salary: \$17.73 per hour Education: Graduate of Proctor High School Experience: Mover, RP Moving Company New York, NY 1/22 to 11/22
---	--

Eric Sweezey 1004 White Street, Apt. 2 Utica, NY 13501	School Monitor (Security) District-Wide Effective: January 25, 2023 Salary: \$17.73 per hour Education: Graduate of Proctor High School Experience: Security Guard, Securitas Utica, NY 2/22 to present
--	--

<b><u>FOR ACTION:</u></b>	<b>Volume LVII</b>	<b>Report No. P – 15</b>
<b>SUBJECT:</b>	<b>Appointments</b>	<b>Transportation/Bus Driver</b>

It is recommended that the following appointments be approved:

Alfred Davis Jr. 414 Henry Street Rome, NY 13440	Bus Driver 29 hours per week Salary: \$24.64 per hour Effective: January 25, 2023
--	--

Ryshean Goodson 923 Lansing Street Utica, NY 13501	Bus Driver 29 hours per week Salary: \$24.64 per hour Effective: January 25, 2023
--	--

Miquel Ortega 1604 Brookside Drive Utica, NY 13501	Bus Driver 29 hours per week Salary: \$24.64 per hour Effective: January 25, 2023
--	--

**FOR ACTION:****Volume LVII****Report No. P – 15****SUBJECT:****Appointments****Transportation/School Monitor**

It is recommended that the following appointments be approved:

Arifa Avdic  
102 Wells Place  
Utica, NY 13502

School Monitor  
29 hours per week  
Salary: \$16.00 per hour  
Effective: January 25, 2023

Daniel Berroa Zorrilla  
516 Lansing Street  
Utica, NY 13501

School Monitor  
29 hours per week  
Salary: \$16.00 per hour  
Effective: January 25, 2023

Pamela Bueno-Lombert  
1203 Green Street  
Utica, NY 13502

School Monitor  
29 hours per week  
Salary: \$16.00 per hour  
Effective: January 25, 2023

Alba Dominguez De Hilario  
1544 West Street  
Utica, NY 13501

School Monitor  
29 hours per week  
Salary: \$16.00 per hour  
Effective: January 25, 2023

Dariem Gomez Alcantara  
742 South Street  
Utica, NY 13501

School Monitor  
29 hours per week  
Salary: \$16.00 per hour  
Effective: January 25, 2023

Natalia Medina  
307 Nichols Street  
Utica, NY 13501

School Monitor  
29 hours per week  
Salary: \$16.00 per hour  
Effective: January 25, 2023

Marlene Mendoza De Alcivar  
1203 Oak Street  
Utica, NY 13502

School Monitor  
29 hours per week  
Salary: \$16.00 per hour  
Effective: January 25, 2023

Yonatan Peguero Almonte  
1212 Green Street  
Utica, NY 13502

School Monitor  
29 hours per week  
Salary: \$16.00 per hour  
Effective: January 25, 2023

Elisa Ramirez Duarte  
1691 Seymour Avenue  
Utica, NY 13501

School Monitor  
29 hours per week  
Salary: \$16.00 per hour  
Effective: January 25, 2023

**FOR ACTION:****Volume LVII****Report No. P – 15****SUBJECT:****Appointments****Food Service/Monitor**

It is recommended that the following appointments be approved:

Alan Botelho  
310 Bleecker Street #4  
Utica, NY 13501

Monitor-Breakfast and Lunch Program  
District-Wide – not to exceed 29 hours per week  
Effective: January 30, 2023  
Salary: \$ 16.00 per hour  
Education: GED, Winthrop High School, Winthrop MA, 1996  
Experience: Framer, Sloan Company, 2019 to 2020; Temp-Maintenance, Mohawk Valley Community College, Utica, NY, 2020 to 2021; Assembler, Hale Manufacturing, Frankfort, NY, 2021 to 2022; Sub Monitor-Breakfast and Lunch Program, Utica City School District, Utica, NY 11/1822 to present

Shefkate Kurshumlija  
1115 Hilton Avenue  
Utica, NY 13501

Food Service Worker-Breakfast and Lunch Program  
District-Wide – not to exceed 29 hours per week  
Effective: January 30, 2023  
Salary: \$16.00 per hour  
Education: Graduated Kosovo Albania, 1992  
Experience: Care Giver, Resource Center for Independent Living, Utica, NY, 2015 to 2022; Sub Food Service Worker-Breakfast and Lunch Program, Utica City School District, Utica, NY 11/21/22 to present

Jaylen Rodriguez  
1407 Oneida Street # D  
Utica, NY 13501

Food Service Worker-Breakfast and Lunch Program  
District-Wide – not to exceed 29 hours per week  
Effective: January 30, 2023  
Salary: \$16.00 per hour  
Education: Graduated Proctor High School, 2018  
Experience: Cashier, Popeyes, Utica, NY, 2016 to 2018; Sales Associate, Rainbow, Utica, NY, 2018 to 2019; Cashier, McDonald's, Utica, NY, 2019 to 2020; Sales Associate, Boscov's, New Hartford, NY, 2021 to 2022; Sub Food Service Worker-Breakfast and Lunch Program, Utica City School District, Utica, NY 11/9/22 to present

Natasha Rosado-Morales  
307 Wetmore Street  
Utica, NY 13501

Food Service Worker-Breakfast and Lunch Program  
District-Wide – not to exceed 29 hours per week  
Effective: January 30, 2023  
Salary: \$16.00 per hour  
Education: Graduated Proctor High School, 2008  
Experience: Wendy's, 2009; Green House, 2010; moved out of State; Monitor, Durham Bus, 2020; moved to Puerto Rico, Housekeeping, Hampton Inn, 2017 to 2018; Sub Food Service Worker-Breakfast and Lunch Program, Utica City School District, Utica, NY 11/9/22 to present



**FOR ACTION:****Volume LVII****Report No. P – 15****SUBJECT:****Appointment****Food Service/Monitor**

It is recommended that the following appointment be approved:

Tina Tobe-Robinson  
449 Deborah Dr. TH  
Utica, NY 13502

Monitor-Breakfast and Lunch Program  
District-Wide – not to exceed 29 hours per week  
Effective: January 30, 2023  
Salary: \$16.00 per hour  
Education: GED, Grace Outreach, Bronx NY, 2009  
Experience: Kitchen Work, Neighborhood Center, Utica, NY, 2016 to 2018; Oneida Center, Certified Nursing Assistant, 2018 to 2020; Certified Nursing Assistant, The Pines at Utica for Nursing and Rehabilitation, Utica, NY, 2020 to 2021; Blue Chip Cleaner and Stocker, Boscov's, New Hartford, NY, 3/22 to present; Sub Food Service Monitor-Breakfast and Lunch Program, Utica City School District, Utica, NY 11/9/22 to present

**FOR ACTION:****Volume LVII****Report No. – 15****SUBJECT:****Conferences**

It is recommended that the following conferences be approved:

<b><u>NAME</u></b>	<b><u>CONFERENCE</u></b>	<b><u>DATE</u></b>
Sara Klimek	National Association of School Psychologists (NASP) Annual Convention Denver, Colorado Approved by: S. Falchi & M. Albanese Allotted: \$3,334.00 from Budget Code: A1430-476-00-0000 No Substitute Required	February 6-10, 2023
Trina Falchi	National Association of School Psychologists (NASP) Annual Convention Denver, Colorado Approved by: P. Smoulcey & M. Albanese Allotted: \$3,334.00 from Budget Code: A2250-476-00-0000 No Substitute Required	February 6-10, 2023

**FOR INFORMATION:****Volume LIV****Report No. CSE – 15****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  
N = No

Student code	Type of Meeting	Handicapping Condition	Recommended Program	Related Services	Results
<b>Committee on Special Education Meeting Date: November 1, 2022</b>					
BJ2/18/10TM	MD	LD	5:1, 10 mo.	N	After-school program through 1/20/23
MA11/30/07SM	MD	ED	12:1:1, 10 mo.	Y	Home Instruction through 1/19/23
<b>Committee on Special Education Meeting Date: November 2, 2022</b>					
BK7/2/07SM	MD	LD	12:1:1, 10 mo.	Y	Home Instruction through 1/20/23
BG4/7/08LF	MD	LD	15:1, 10 mo.	N	After-school program through 1/20/23
<b>Committee on Special Education Meeting Date: November 3, 2022</b>					
WJ8/18/07BM	MD	OHI	15:1, 10 mo.	N	After-school program through 1/23/23
<b>Committee on Special Education Meeting Date: November 7, 2022</b>					
BD6/19/08BM	MD	OHI	15:1, 10 mo.	Y	Ongoing
<b>Committee on Special Education Meeting Date: November 07, 2022</b>					
AAL05/08/07BM	AMN	LD	15:1, 10 mo.	N	Chg. from 15:1 to RES.
AD01/07/17JM	AMN	SLT	12:1:1, 10 mo.	Y	Revise PT 2x30/I
WA09/10/17Z	AMN	SLT	12:1(3:1), 10 mo.	Y	Revise PT 2x30/I
AAD10/26/WM	AMN	SLT	OT, 10 mo.	Y	Revise speech 1x30/I + 1x30/Gr.
HC03/09/15GM	AMN	SLI	RS, 10 mo.	Y	Revise speech 2x30/Gr.
MRS06/08/10LF	AMN	LD	12:1:1, 10 mo.	Y	Dis. from OT
HN06/07/17WM	AMN	AUT	15:1, 12 mo.	Y	Revise OT 1x30/I + 1x30/Gr.
WJ01/24/17MM	AMN	SLI	12:1:1, 12 mo.	Y	Revise speech 2x30/I + 1x30/Gr.
AAN12/17/12GF	AMN	HH	15:1, 10 mo.	Y	Add TOD 2x30/wk. + AUD consult 10x30min/Gr.
MRH10/30/08SM	AMN	OHI	8:1:1, 10 mo.	Y	Transport, large bus for sports
WJ02/17/09DM	AMN	OHI	5:1, 10 mo.	N	Add Adapted PE
AAR09/14/16WM	AMN	AUT	12:1:1, 10 mo.	Y	Revise OT 2x30/I Revise speech 1x30/Gr.+1x30/I Revise PT 2x30/I

AS11/01/16MM	AMN	AUT	12:1:1, 12 mo.	Y	Revise PT 2x30/Gr., Revise speech 1x30/I & 1x30/Gr.
WA09/24/14FM	AMN	SLI	RS, 12 mo.	Y	Revise OT 2x30/Gr.
AAJ09/04/07BF	AMN	LD	15:1/INT, 10 mo.	N	Add Prog. Mods. & test accom.
HG10/31/06SF	AMN	LD	15:1, 10 mo.	N	Add 15:1 English
HI10/24/12PF	AMN	AUT	12:1:1, 10 mo.	Y	Revise speech 2x30/I Revise OT 2x30/I
AAM10/15/15SM	AMN	SLI	12:1:1, 12 mo.	Y	Revise speech 2x30/Gr. Revise OT 2x30/Gr.
WJ01/28/15RM	AMN	SLI	12:1:1, 12 mo.	Y	Add PT 1x30/Gr.
HJ08/07/17AM	AMN	SLI	15:1, 10 mo.	Y	Revise OT 2x30/Gr.
HA09/18/17GM	AMN	SLI	15:1, 10 mo.	Y	Revise OT 2x30/I
AAT01/08/09JF	AMN	ID	6:1:3, 12 mo.	Y	Revise OT 1x30/I +1x30/Gr.
AAJ07/03/12SM	AMN	OHI	15:1, 12 mo.	Y	Add speech goals
AN07/23/13KM	AMN	SLI	5:1, 10 mo.	Y	Chg. to 15:1
WE11/26/13GF	AMN	SLI	5:1, 10 mo.	Y	Chg. to 15:1
HR02/01/17MM	AMN	SLI	12:1(3:1), 12 mo.	Y	Revise speech 2x30/I
WD10/03/17HM	AMN	SLI	15:1, 12 mo.	Y	Revise OT 2x30/I Revise speech 2x30/I +1x30/Gr.
HE01/07/10VM	AMN	OHI	15:1, 10 mo.	Y	Revise OT to consult. 4 x yr.

**Committee on Special Education Meeting Date: November 10, 2022**

WS1/24/09GM	MD	LD	15:1, 10 mo.	Y	Add 15:1 Science and Social Studies
-------------	----	----	--------------	---	--

**Committee on Special Education Meeting Date: November 14, 2022**

BA8/26/07AF	MD	LD	15:1, 10 mo.	N	After-school program 3-5 through 1/30/23
-------------	----	----	--------------	---	---

**Committee on Special Education Meeting Date: November 16, 2022**

BX7/12/08IM	MD	LD	15:1, 10 mo.	N	Ongoing
-------------	----	----	--------------	---	---------

**Committee on Special Education Meeting Date: November 21, 2022**

WD1/1/15CM	MD	SLI	12:1:1, 12 mo.	Y	Ongoing
------------	----	-----	----------------	---	---------

**Committee on Special Education Meeting Date: November 28, 2022**

WX5/6/11MM	MD	OHI	6:1:2 BOCES	Y	Add Skilled Nursing
------------	----	-----	-------------	---	---------------------

**Committee on Special Education Meeting Date: December 05, 2022**

HI06/04/05HM	MD	LD	12:1:1, 12 mo.	Y	Add 15:1 6:1+2
--------------	----	----	----------------	---	-------------------

**Committee on Special Education Meeting Date: December 07, 2022**

WK06/19/11SM	MD	OHI	12:1:1, 12 mo.	Y	Chg. to 8:1:1
--------------	----	-----	----------------	---	---------------

**Committee on Special Education Meeting Date: December 20, 2022**

WC05/09/14RM	MD	AU	15:1, 10 mo.	Y	Chg. 5:1 to 15:1; add small bus
AAD09/25/08PM	MD	OHI	15:1	Y	3-5 program
HA05/27/07CM	MD	LD	15:1	Y	3-5 program

**Committee on Special Education Meeting Date: December 21, 2022**

AAD05/14/08WM	MD	LD	15:1	N	3-5 program
AAD09/24/07LM	MD	LD	15:1	N	3-5 program
WI04/28/10RM	MD	LD	15:1	N	3-4 program
HA03/30/05FM	MD	None	Sect. 504	N	Cont.

**Committee on Special Education Meeting Date: December 22,2022**

MJ03/29/10LM	MD	None	Sect. 504	N	2-4 program
WI10/26/17MM	MD	SLT	HTUT	Y	Home Instruction. 15:1
WG10/31/06SF	MD	LD	15:1, 10 mo.	N	3-5 program
HI03/02/06MF	MD	LD	12:1, 10 mo.	N	3-5 Program
HJ01/19/06GM	MD	OI	5:1, 10 mo.	N	Couns.
WR04/26/07GM	MD	AU	12:1, 10 mo.	Y	3-5 program
WL07/15/08CM	MD	OHI	5:1, 10 mo.	Y	Home instruction
AAN08/21/10GF	MD	None	Sect. 504	N	Home instruction
AAJ03/24/10AM	MD	OHI	15:1	Y	2-4 program

**Committee on Special Education Meeting Date: December 27,2022**

AAA12/19/06CF	MD	LD	5:1, 10 mo.	N	MSA BOCES
AAZ08/02/07WF	MD	LD	15:1, 10 mo.	N	3-5 program

**Committee on Special Education Meeting Date: January 3, 2023**

AAR10/20/05SM	MD	LD	15:1, 10 mo.	N	Outside placement BOCES
HC10/16/07BM	MD	OHI	15:1, 10 mo.	N	3-5 program.
WA05/22/07GM	MD	LD	ICT, 10 mo.	N	3-5 program.
WA01/25/05PM	MD	LD	5:1, 10 mo.	N	MSA BOCES, 3-5 program
WE04/29/07GM	MD	AU	12:1:1, 10 mo.	N	Home Instruction

**Committee on Special Education Meeting Date: January 5<sup>th</sup>,2023**

AAJ12/23/14MW	MD	LD	8:1:2, 10 mo.	Y	3:15-4:15 program
AAJ11/17/10JM	MD	LD	15:1, 10 mo.	N	MSA BOCES

**Committee on Special Education Meeting Date: January 10,2023**

HE03/06/08GM	MD	LD	5:1, 10 mo.	N	No change
AAT11/12/10MM	MD	LD	15:1, 10 mo.	N	No change
AAJ04/12/10FF	MD	LD	15:1, 10 mo.	N	2:20-4:20 after-school program
WR10/12/05WM	MD	LD	15:1, 10 mo.	N	3-5 after-school program

**FOR INFORMATION:****Volume LIV****Report No. CPSE – 16****SUBJECT:****RECOMMENDATIONS OF THE COMMITTEE ON  
PRESCHOOL SPECIAL EDUCATION**

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

IR = Initial Eligibility Determination      TR = Triennial (Re-evaluation) Review      AR = Annual Review  
 AP = Administrative Placement              RR = Requested Review/Program Review  
 AMN = Amendment No Meeting              MD = Manifestation Determination              Y = Yes  
 Transfer – PSWD w/current IEP entering from another District              N = No

Student code	Type of Meeting	Handicapping Condition	Recommended Program	Related Services	Results
--------------	-----------------	------------------------	---------------------	------------------	---------

**Committee on Preschool Special Education Meeting Date: December 13, 2022**

WE12/15/19CF	IR	PSWD	SEIS, 10 mo.	Y	New Entry; On 6:1+3 wait list for Summer/Fall
WJ10/30/18HF	AR	PSWD	SEIS, 10 mo.	Y	Ongoing
WD6/4/18BM	PR	PSWD	9:1+3, 10 mo.	Y	Ongoing; Order FBA/BIP

**Committee on Preschool Special Education Meeting Date: December 22, 2022**

BM1/7/20BF	IR	PSWD	9:1+3, 10 mo.	Y	Cont. EI through 8/31/23
HA1/18/20BF	IR	PSWD	9:1+3, 10 mo.	Y	Cont. EI through 8/31/23
BS1/24/20VF	IR	PSWD	RS, 10 mo.	Y	Cont. EI through 8/31/23
HF1/17/20HM	IR	PSWD	9:1+3, 10 mo.	Y	Cont. EI through 8/31/23
WJ1/8/20KM	IR	PSWD	9:1+3, 10 mo.	Y	Cont. EI through 8/31/23
BQ3/23/18MM	PR	PSWD	9:1+3, 10 mo.	Y	Add PT 2x30 min/wk.
HL5/16/18LM	PR	PSWD	9:1+3, 10 mo.	Y	Add OT 2x30 min/wk.; Add PT 2X30 min/wk.
AA1/19/19MM	IR	PSWD	SEIS, 10 mo.	Y	Start 9:1+3 w/rel. svcs. in Fall
HJ1/8/20OM	IR				Ineligible

**Committee on Preschool Special Education Meeting Date: January 3, 2023**

WO2/19/19AM	PR	PSWD	SEIS, 10 mo.	Y	Add OT 2x30 min/wk.; Add PT 2x30 min/wk.; Chg. SEIS to 9:1+3 beg. in Fall
HK1/7/20JM	IR	PSWD	9:1+3, 10 mo.	Y	Cont. EI through 8/31/23
HB1/13/20SM	IR	PSWD	6:1+3, 10 mo.	Y	Cont. EI through 8/31/23

**Committee on Preschool Special Education Meeting Date: January 4, 2023**

WJ9/25/19BF	Transfer	PSWD	SEIS, 10 mo.	Y	Transfer from Rome CSD; On 9:1+3 wait list; order OT eval.
WJ8/31/18BM	Transfer	PSWD	6:1+3, 10 mo.	Y	Transfer from Rome CSD
HWC4/8/20WM	IR	PSWD	RS, 10 mo.	Y	New Entry
HG10/16/18OM	IR	PSWD	RS, 10 mo.	Y	New Entry

**FOR INFORMATION:****Volume LVII****Report No. P – 16****SUBJECT:****Retirement****Teacher Assistant**

It is recommended that the following retirement be accepted:

Lizabeth Bengough

Teacher Assistant – ESL  
Donovan Middle School  
Effective: January 21, 2023  
Years of Service: 32

**FOR INFORMATION:****Volume LVII****Report No. P – 16****SUBJECT:****Resignation****Administrator**

It is recommended that the following resignation be accepted:

Michele D. LaGase

Chief Human Resources Officer  
Human Resources Department  
Effective: January 22, 2023  
Reason: Accepted position outside the  
Utica City School District  
Notification Received: December 21, 2022



**FOR INFORMATION:****Volume LVII****Report No. P – 16****SUBJECT:****Resignations****Food Service/Monitor**

It is recommended that the following resignations be accepted:

Ashley Harris

Monitor-Breakfast and Lunch Program  
 District-Wide – not to exceed 29 hours per week  
 Effective: January 18, 2023  
 Reason: Personal

Elizabeth Kelsey

Notification Received: January 18, 2023  
 Monitor-Breakfast and Lunch Program  
 District-Wide – not to exceed 29 hours per week  
 Effective: January 2, 2023  
 Reason: Personal  
 Notification Received: December 20, 2022

**FOR INFORMATION:****Volume LVII****Report No. P – 16****SUBJECT:****Rescindment of Unpaid Leave of Absence Teacher**

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

Kristy Nobis

Grade 5 Teacher  
 King Elementary School  
 From: December 5, 2022  
 To: January 2, 2023  
 Reason: Medical  
 Notification Received: December 12, 2022

**FOR INFORMATION:****Volume LVII****Report No. P – 16****SUBJECT:****Leave of Absence****Administrator**

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

Kenneth Szczesniak

Assistant Principal  
 Proctor High School  
 From: January 3, 2023  
 To: June 30, 2023  
 Reason: Interim Principal, Proctor High School  
 Notification Received: January 3, 2023

**FOR INFORMATION:****Volume LVII****Report No. P – 16****SUBJECT:****Unpaid Leave of Absence****Teacher**

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

Hannah Watt

English Teacher  
Proctor High School  
From: January 9, 2023  
To: February 17, 2023  
Reason: Medical  
Notification Received: January 20, 2023

**FOR INFORMATION:****Volume LVII****Report No. P – 16****SUBJECT:****Unpaid Leaves of Absence****Teacher Assistant**

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

Pennie Cummings

Teacher Assistant – AIS  
Watson Williams Elementary School  
From: January 9, 2023  
To: February 3, 2023  
Reason: Personal  
Notification Received: January 5, 2023

Vanessa Dingle

Teacher Assistant – Special Education  
Jones Elementary School  
From: December 12, 2022  
To: June 9, 2023  
Reason: Personal  
Notification Received: December 8, 2022

**FOR INFORMATION:****Volume LIV****Report No. P – 16****SUBJECT:****Unpaid Leaves of Absence****Food Service/Monitor**

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

Debra Secor

Food Service Worker-Lunch Program  
Proctor High School – 21.25 hours per week  
From: January 4, 2023  
To: February 15, 2023  
Reason: Medical  
Notification Received: December 28, 2022

Jennifer Torres

Monitor-Lunch Program  
General Herkimer Elementary School – 16.25 hours per week  
From: December 31, 2022  
To: January 31, 2023  
Reason: Medical  
Notification Received: December 19, 2022

January 24, 2023 – 7:00 p.m.

Regular Meeting





**MOTIONS FROM THE FLOOR:****FOR ACTION:****Volume LVII****Report No. S – 134****SUBJECT:****Resolution for Kernan Stage Emergency Project**

WHEREAS the Board of Education of the Utica City School District is proposing to undertake a project at the Kernan Elementary School Auditorium consisting of removal of unsafe stage rigging.

WHEREAS the Board of Education of the Utica City School District is undertaking this project as an emergency response to the order to ensure the safety, health, and welfare of the students and employees in this school building.

NOW, THEREFORE BE IT RESOLVED, the Board of Education declares the project an "EMERGENCY" as defined by the New York State Education Department (NYSED).

BE IT FURTHER RESOLVED that the Board of Education hereby authorizes the Acting Superintendent of Schools to make transfers between and within functional unit appropriations in order to pay for the costs of this ordinary contingent expense.

**FOR ACTION:****Volume LVII****Report No. S – 135****SUBJECT:****Application for Extended Field Trip**

Authorization is requested of the Board of Education to approve approximately fourteen (14) Proctor High School students to travel to Clarkson University, Potsdam NY on Saturday, February 4, 2023. Students will participate in the FTC Robotics competition.

Supervision of these students will be provided by Adam Lovecchio, Teacher, and Jessica Dubois, Teacher.

This trip was reviewed and approved by Ken Szczesniak, Acting Principal, Proctor High School, and Steven Falchi, Chief Academic Officer.

**MOTION FROM THE FLOOR:****FOR ACTION:****Volume LVII****Report No. P – 16****SUBJECT:****Appointment****Teacher**

It is recommended that the following appointment be approved:

Fallon O. Kem  
3660 Monroe Avenue, Apt. 15  
Pittsford, NY 14534

Speech Language Pathologist (Probationary)  
Effective: January 25, 2023  
Salary: D-4, MS+48 = \$42,225 plus Speech Language Pathologist Stipend - \$1,800 = \$44,025 prorated per UTA Contract  
Certification: Initial – Speech and Language Disabilities (pending)  
Tenure Award Date: January 25, 2027  
Education: M.S., Nazareth College, 12/22; B.S., Nazareth College, 5/21

Experience: Student Clinician, Neurogenic Communication Cognition Clinic at Nazareth College, Rochester, NY 1/22 to 5/22; Student Teacher, Monroe 2 BOCES Autumn Lane Elementary School, Greece, NY 2/21 to 4/21

**Mrs. Padula made a motion to approve the Consent Agenda; seconded by Mrs. Knoop.**

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

**THIS CONCLUDED THE CONSENT AGENDA.**

**FOR ACTION:**

**Volume LVII**

**Report No. S – 126**

**SUBJECT:**

**Resolution**

The Board of Education hereby resolves to defend and indemnify the four (4) Board of Education members (Joseph Hobika, Jr., Danielle N. Padula, Tennille Knoop, and James Paul) and Acting Superintendent of Schools (Brian Nolan) named in the Federal Court litigation commenced by Bruce Karam, and to authorize defense counsel to assert any and all defenses and counterclaims in response to the litigation commenced by Mr. Karam, including, but not limited to, claims relating to the validity of Mr. Karam’s employment contract.

January 24, 2023

Dated

Kathy Hughes, Board Clerk  
Utica City School District

**Moved by Mr. Paul and seconded by Mrs. Padula.**

Mr. Dawes: I just feel that if everything is in the right, and the way I read what the guarantees we have on this Board, you’re pretty much covered rather than going into an Agreement like this which kind of tells me that maybe you don’t think you’re right. That’s my feelings.

President Hobika, Jr.: Excellent.

President Hobika, Jr. called for a voice vote:

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	<b>Yes</b>
Mrs. Knoop	<b>Yes</b>
Mrs. Padula	<b>Yes</b>
Mr. Paul	<b>Yes</b>
Mr. Testa	No

There being no further discussion, **motion carried 4-3.**

**FOR ACTION:**

Volume LVII

Report No. S – 128

**SUBJECT:****Lease Agreement between the Utica City School District  
and the Mohawk Valley Hospital System**

Authorization is requested of the Board of Education to approve the Lease Agreement dated January 25, 2023, between the Utica City School District and the Mohawk Valley Hospital System to lease out the Evolv Weapons Detection System for the amount of \$1,500 per month.

**Moved by Mr. Dawes and seconded by Mrs. Padula.**

Mr. Dawes: I have a question of liability. I wish Mr. Gerace was here. If this system wasn't any good for what we're doing and we're going to lease it out to the hospital, it makes no sense to me. What's the difference people walking in the hospital or walking into a school. I do remember reading in the paper that 200 schools in the state have this system along with stadiums. I'm a little confused. Are we putting ourselves in jeopardy here because if it doesn't work are they going to come back at us?

President Hobika, Jr.: Any other questions?

Mrs. Knoop: Mr. Dawes, were you part of the meeting with Mr. Karam on the Weapons Detection Service when they told you it didn't detect knives?

Mr. Dawes: Yes.

Mrs. Knoop: Thank you.

Mr. Dawes: They said it would not detect all knives because of the different shapes and sizes, but it would detect weapons - guns...

Mrs. Knoop: I just wanted to make it clear that that was at the meeting because it wasn't what was publicly told.

Mr. Dawes: I understand that it was in the Executive Session that they told us.

Mrs. Knoop: But publicly, it wasn't what was presented to the public. I just wanted to make that clear.

Mr. Paul: Real quick, I'm sure our Legal Department will indemnify us with that contract from a general liability standpoint.

President Hobika, Jr. called for a voice vote:

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	<b>Yes</b>
Mrs. Knoop	<b>Yes</b>
Mrs. Padula	<b>Yes</b>
Mr. Paul	<b>Yes</b>
Mr. Testa	No

There being no further discussion, **motion carried 4-3.**

**FOR ACTION:****Volume LVII****Report No. S – 129****SUBJECT:****Consulting Agreement between the Utica City School District and Empower Business Strategies – Human Resources Department**

Authorization is requested of the Board of Education to approve the Consulting Agreement dated January 25, 2022 between the Utica City School District and Empower Business Strategies to provide consultant services in the Human Resources Department.

**Moved by Mr. Cardillo and seconded by Mrs. Padula.**

Mr. Cardillo: First of all, I'm looking at the Agreement. Who is Empower Business Strategies?

Mr. Nolan: I think it's on there.

Mr. Cardillo: Who's doing the business?

President Hobika, Jr.: Anthony LaPolla.

Mr. Cardillo: Is this an LLC or is this an employee? It says here that we're going to pay him with a W-2. The contract is not in his name, the contract is in Empower Business Strategies. Is that an LLE or sole proprietorship? What is it?

Mr. Nolan: With some of our consultants, I can use Bob Leslie as an example that the consultants...

Mr. Cardillo: But he's not consulting, he's an employee Joe, right? The contract is not in the name of the individual, the contract is in the name of Empower Business Strategies. However you're going to pay the individual.

President Hobika, Jr.: I didn't draft the contract.

Mr. Cardillo: Is it an individual or an LLC?

President Hobika, Jr.: I didn't draft the contract, but it appears that this is a sole proprietorship. So, technically it probably should have his name there and that's the name that he's using.

Mr. Cardillo: Is he the only individual in this sole proprietorship?

President Hobika, Jr.: Yes.

Mr. Cardillo: Here's my other question. We're going to hire a new person in Human Resources, and we've already brought in another consultant, Jimmy Salamy and now we're going to pay another consultant \$87.00 an hour for up to 36 hours a week. Look, I was against the consultant to begin with. However I also said aren't we going to have some kind of a maximum upset. Now we're going to be paying \$150,000 to a Chief Human Resource Person, we're still paying Salamy and now we're going to put on another consultant. That is just my question. What are all these people going to do.

President Hobika, Jr.: Well, first of all we have 1,800 employees and we have one professional person in the office. That was a recipe for disaster. I would say since attention has been paid to the Human Resources Department, we've saved more money, how should I put it, stopping people who don't show up to work but collect wages, full benefits etc., etc. It's more than going to pay for itself. We've also tightened up all of our overtime. We've tightened up supervision. We've tightened up discipline. Any Human Resource Director has no professional support. This is not something that is intended to be there forever, but we're going to need to provide support to the individual that hopefully will be approved today. It's the same support that we wanted to provide to the prior Human Resource person when we were actually discussing moving that person. It was felt that don't worry the

January 24, 2023 – 7:00 p.m. Regular Meeting

person before them will talk to them and that will be fine. It turned out allegedly not to really be the case. We're just looking to provide some support because we don't have the professional support that's needed. We have an issue with bodies in terms of being able to recruit people. We have an issue with bodies in terms of disciplining people. We have reports that have to be done, interviews that have to take place, and dealing with the union contracts and everything else. I don't know what to say other than it wasn't working before and we're hoping to put it in position so that it is working; notwithstanding any animosity or otherwise towards Mr. LaPolla. He has all the Human Resource background and qualifications necessary. Mr. Salamy was brought on to do the audit of the department and this is a natural consequence of that. Now, I think it's going to be important to do that to protect the district. That's my position on it.

Mr. Nolan: Let me just add a couple of examples in that, and this is kind of in the routine. It took us a month and a half to hire a speech pathologist. We have 2 outstanding temp workers that are working in our Registration Center that we would like to hire on. We were told we couldn't, we were internally told we couldn't hire them because of Civil Service. When we contacted Civil Service, we got the exact opposite answer; yes, you can hire them. We've had issues with this Envision System since I've been here because it wasn't something that was a priority to manage. So, there's a lot of work that has to occur in the Human Resources Department to get it stabilized in moving forward and it was my recommendation that we try to provide that type of support since it's been a one woman operation. In a school district with 1,800 employees and a \$200 million dollar budget, it can't be a one woman operation. Mr. Hobika alluded to some of the things that we also had to address. It's a way for us to try to make it a department that's going to function for us.

Mr. Paul: Mr. Nolan, will we see the reports from this consultant?

President Hobika, Jr.: Absolutely.

Mr. Nolan: You'll get the Consultant Report at the end of February. It will probably be at the March Board Meeting. Then we'll have (the consultant that we're talking about right now); we'll have a report on the amount of contact time and the reasons for that contact time.

Mr. Paul: So, we'll get information from the consultant that will help us make informed decisions about things going on in this district and how we can move forward.

Mr. Nolan: Yes.

Mr. Paul: Ok. Thank you.

Mr. Dawes: I'm going to go along with what Mr. Cardillo said. We seem to be getting more Human Resource people now than ever. We operated the school district for years with one person. I understand that it's more complicated now. We did hire Mr. Salamy as a consultant; I was against that and I'm against this.

Mr. Paul: I think this will keep us from paying a consultant that we don't get a report from over a \$100,000 because somebody is paying attention now.

President Hobika, Jr.: Me I'm thinking that we saved enough money on people who didn't show up to work for years at a time and got paid. Or people that get put out on leave without pay and get paid. I think we're going to save money on this.

Mrs. Knoop: I also have a concern too. We seem to kind of have a conflict here with one minute we're questioning spending and the next minute we have income coming in to the school and we're questioning that.

Mr. Dawes: I'm not questioning the income coming into the school, I'm questioning the fact that we put ourselves at a liability because of it. If the system is no good, and I'm not saying it is...

President Hobika, Jr.: The motion passed.

Mr. Dawes: I didn't bring it up.

President Hobika, Jr.: I know, the motion passed. Let's stay current on the issue that we have.

President Hobika, Jr. called for a voice vote:

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	<b>Yes</b>
Mrs. Knoop	<b>Yes</b>
Mrs. Padula	<b>Yes</b>
Mr. Paul	<b>Yes</b>
Mr. Testa	No

There being no further discussion, **motion carried 4-3.**

**FOR ACTION:**

**Volume LVII**

**Report No. P – 15**

**SUBJECT:**

**Employment Agreement between the Utica  
City School District and Erica Schoff**

Authorization is requested of the Board of Education to approve the individual Employment Agreement dated January 24, 2023 between the Utica City School District and Erica Schoff, Director of Career and Technical Education (CTE) at a salary of \$135,000 per year.

**Moved by Mr. Dawes and seconded by Mrs. Knoop.**

Mr. Dawes: I'll raise the same question I did before. We haven't even turned one shovel full of dirt for the Center and we're hiring someone to oversee it.

Mr. Paul: I'm just wondering when we plan on hiring this person, when the school opens?

Mr. Dawes: No, but we're probably 2 years away from it.

President Hobika, Jr.: I know she's going to show up.

President Hobika, Jr. called for a voice vote:

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	<b>Yes</b>
Mrs. Knoop	<b>Yes</b>
Mrs. Padula	<b>Yes</b>
Mr. Paul	<b>Yes</b>
Mr. Testa	No

There being no further discussion, **motion carried 4-3.**

**FOR ACTION:****Volume LVII****Report No. P – 15****SUBJECT:****Employment Agreements between the Utica  
City School District and Community/Parent Liaisons**

Authorization is requested for the Board of Education to approve the individual Employment Agreements dated January 24, 2023 for:

Community/Parent Liaisons: (10-months)

Karen Balandis	\$38,478
Angela Carter	\$53,811
Donald Dawes, Jr.	\$38,175
Kendra Frazier	\$36,746
Moriah Giles	\$36,746
Amanda Irizarry	\$36,746
Celestine McNeal	\$36,746
Legna Mejias	\$36,746
Venette Morrison	\$47,276
Natasha Muniz	\$36,746
Walter Savage	\$64,311

**Moved by Mrs. Padula and seconded by Mrs. Knoop.**

There being no further discussion; **motion carried 6-0 (Mr. Dawes – Abstain).**

**FOR ACTION:****Volume LVII****Report No. P – 15****SUBJECT:****Employment Agreement between the Utica  
City School District and Carol Connelly**

Authorization is requested of the Board of Education to approve the individual Employment Agreement dated January 24, 2023 between the Utica City School District and Carol Connelly, Confidential Secretary to the Superintendent of Schools at a salary of \$65,000 per year.

**Moved by Mrs. Padula and seconded by Mrs. Knoop.**

Mr. Dawes: Another where we are spending money that, she just got a contract and now we're upping that. We're doing this all over and it's crazy.

Mr. Cardillo: Didn't she have a contract in June? When was her last contract?

President Hobika, Jr.: I don't know; I don't know anything other than the fact it's recommended by the Acting Superintendent that she be paid commensurate with her position. I can't answer that.

Mr. Cardillo: Can the Superintendent answer it?

Mr. Nolan: In Executive Session.

Mr. Cardillo: Ok.



President Hobika, Jr. called for a voice vote:

Mr. Cardillo	<b>Yes</b>
Mr. Dawes	No
Mr. Hobika, Jr.	<b>Yes</b>
Mrs. Knoop	<b>Yes</b>
Mrs. Padula	<b>Yes</b>
Mr. Paul	<b>Yes</b>
Mr. Testa	<b>Yes</b>

There being no further discussion, **motion carried 6-1.**

**FOR INFORMATION:**

**Volume LVII**

**Report No. P – 16**

**SUBJECT:**

**Extended Unpaid Leaves of Absence**

**Teacher**

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

Geena Hobika-Angelicola

Science AIS Specialist/Data Facilitator  
Donovan/Kennedy Middle Schools  
From: January 2, 2023  
To: June 30, 2023  
Reason: Personal  
Notification Received: December 27, 2022

**Moved by Mr. Dawes and seconded by Mrs. Padula.**

There being no further discussion; **motion carried 6-0 (President Hobika, Jr. – Abstain).**

**THIS CONCLUDED THE SUPERINTENDENT’S REPORT.**

\*\*\*\*

**Reports of the Special Committees**

**BOCES Report – Joseph H. Hobika, Jr.**

Mr. Hobika, Jr. reported, “In your packets upcoming this week there will be a notice of a number of BOCES Meetings. One of them in particular is a really good one with the students that we all have the opportunity to spend time with the students and have dinner with them and chat with them. I would encourage everybody to try to go to that. It’s really wonderful. You’ll get the information in your Board packets.”

----

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

President Hobika, Jr. reported, “Not much going on with Audit and Finance above the surface.”

----

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

Mr. Dawes reported, “Nothing to report.”

----

**PEAC Committee – Donald Dawes/Robert Cardillo/James Paul**

Mr. Dawes reported, "Nothing to report."

----

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

Mrs. Knoop reported, "Nothing to report at this time."

----

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

President Hobika, Jr. reported, "Nothing to report at this point."

----

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

Mrs. Padula reported, "We had a meeting. I just have a quick update. We met last week. We talked about a really neat project that we're working on. A timeline goal would be to work on it after February break and have it completed sometime around spring recess and present it at the Art Show that would be at Proctor. We have a couple things to work with Mr. Nolan on and the Committee, but it was a very productive meeting and we look forward to unveiling the project."

----

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

Mr. Paul reported, "Nothing to report."

----

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

Mr. Paul reported, "Nothing to report."

\*\*\*\*

**Financial Report****Internal Auditor Report – Paris Rich, Internal Auditor**

Mr. Rich reported, "Everything was good with payroll, no problems. I've given everything that the new club needed that was passed last Board Meeting. They should be set. There are up to 15 fundraisers – the clubs mainly at Proctor. And the last thing, the most important thing is the Risk Assessment is completed for the 2021-2022 school year."

President Hobika, Jr.: I'll schedule the meeting of the Audit Committee; just been a little busy lately.

\*\*\*\*

**Approval of Minutes**

**Mr. Testa made a motion to approve the following minutes; seconded by Mrs. Padula.**

- December 13, 2022 – Special Meeting
- December 13, 2022 – Regular Meeting

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

\*\*\*\*

### Continuing Business

Mr. Cardillo: Can I ask the Superintendent a question. Maybe it's a communications issue. When Josh Gifford resigned (prior to resigning); we never got a communication from you that he was going. As a matter of fact if I recall James, we were at a meeting the other day and he said he read in the newspaper that Josh was at the meeting that night in New Hartford and that he was taking another job. I just think it's probably incumbent upon the administration to tell us when moves like this are being made. I think the same thing with Michele LaGase. The only thing that I remember getting about Michele LaGase was an attachment that you sent in an email saying that New York State had approved her to be the Superintendent in New York Mills. I just think it's important that we get this information prior – as soon as you know that he was leaving. That's the way it always was and then we discussed as a Board how we might fill that position, even on a temporary position basis. By the way, I think we really lost a really good principal in Josh Gifford quite frankly.

Mr. Nolan: Mr. Cardillo thank you for bringing that up. I was informed that Josh Gifford was leaving the district by the Superintendent of New Hartford. Josh never called me. Josh never let me know that he was leaving the district. I found out on the Thursday before Christmas break. I'm trying to think of the date, I think it was the 22<sup>nd</sup> or 23<sup>rd</sup>. That's how I found out that Josh was leaving. When that happened, knowing that we needed to have someone in place, we sent a letter to all of the Proctor community during the holiday break informing them that Mr. Gifford was leaving the district. To this day, the last conversation I had was he still didn't tell me he was leaving. I'd love to inform the Board if I have the information in front of me, but I can't inform the Board if I don't have the information. As far as Mrs. LaGase, that was pretty public knowledge once she was appointed. She wanted to keep it pretty lowkey as she was going through the process of being appointed. But once she was appointed, I think everybody in the Mohawk Valley knew she got appointed to New York Mills. I sent you the formal...

Mr. Cardillo: I said you sent that.

Mr. Nolan: As far as Mr. Gifford, I would've been happy to let you know.

\*\*\*\*

### New Business

- Reschedule BOE February 28, 2023 Meeting Date to February 21, 2023. **MOTION WITHDRAWN**  
**\*\*Meeting will remain as scheduled – February 28, 2023.**

\*\*\*\*

### Communication

None

\*\*\*\*

### Adjournment

**Mr. Cardillo made a motion to adjourn the January 24, 2023 Regular Meeting; seconded by Mrs. Padula.**

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

Respectfully transcribed and submitted:

DEBORAH L. VENNERO  
Board Recorder

January 24, 2023 – 7:00 p.m.

Regular Meeting