

MEMBERS PRESENT:

**DEIRDRE BURNS
DEIRDRE d'ALBERTIS
MARK FLEISCHHAUER
DIANE LYONS
LISA ROSENTHAL
LAURA SCHULKIND
RICHARD WALKER**

OTHERS PRESENT:

**JOSEPH PHELAN, THOMAS BURNELL,
MEMBERS OF THE PRESS, MEMBERS
OF THE PUBLIC**

1.0 Call to Order

President Fleischhauer called the meeting to order in the High School/Middle School Library at 7:32 pm.

2.0 Approval of Minutes

2.1 Motion by Burns, seconded by Rosenthal, the Board voted to approve the minutes of the October 14, 2014 Regular Meeting.*

VOTE: 7 AYE (Burns, d'Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT

MOTION CARRIED

3.0 Public Comment

None

4.0 Reports and Discussion

4.1 Principal's Reports

Chancellor Elementary School

Brett King reported that the Fall Enrichment program this year has grown, with 16 teachers participating in programs like Drama Program, STEM Enrichment, Show Choir, PE, Book Lovers Club, Yearbook, Art Enrichment, Peer Mediation and Mathematics.

In BLPT news, Mr. King reported that some examples of upcoming School Spirit Days include Crazy Hair Day, Sports, Team, and Dress Like a Character. Mr. King reported that CLS is in the very early stages of a possible partnership with the Mediation Center of Dutchess County in the OLWEUS Bullying Prevention Program, as there may be a good connection with the Responsive Classroom program at CLS.

Mr. King wished to thank the Rhinebeck Rotary for their continued support with the Annual Grade 3 Dictionary Project. This year, 78 students received personalized dictionaries. The students had great discussions on how words get into the dictionary.

Sue Serino came to speak to the 3rd grade class as part of the Grade 3 Social Studies standards. Ms. Serino discussed the election process and the work and role of the senate in government.

Mr. King stated that during the last Superintendent Conference Day, a full day program with Mary Ann Brittingham was offered to the non-instructional staff. Ms. Brittingham's presentation focused on various topics such as stress and how it can affect job performance, strategies pertaining to student behavior, avoidance of power struggles, and appropriate responses to misbehavior. The staff commented that it was a very informative and helpful program.

Upcoming events include the Water Cycle assembly for second grade students; Grade 3 Safety Day, and Teamwork Counts.

Bulkeley Middle School

John Kemnitzer reported that the Madagascar Day held on October 10 was a wonderful success. The 6th grade learned about the culture and biodiversity of Madagascar from Dr. Wright's doctoral students. Students played Malagasy games and learned how their daily lives differ from their counterparts in Madagascar through a project titled "A Day in the Life". The 7th grade had a more direct exchange of ideas and culture with the children in Madagascar through art, music, and theatrical performance. Students worked with Zara Aina to perform a Malagasy folktale which will be shared with the children in Madagascar. Students also painted murals on canvas and recreated the biodiversity of Madagascar by creating a Baobab tree which will display animals made by the students from Madagascar. The 8th grade programming focused on community outreach through service-based projects, which included teaching preschoolers about the culture of Madagascar, learning the craft of papermaking, learning dance techniques with performers from Vanaver Caravan, and creating a scavenger hunt through the village. Students created and painted lemurs which had a QR codes attached, linked to the District's Madagascar web page. All of the feedback for this program has been incredible.

Mr. Kemnitzer reported that grade 6 students will be working on autobiographies which will be exchanged with students in Brazil. The grade 7 students will be working with Denny Dillon, an improvisational artist, as they learn about the Salem Witch Trials by reenacting them. Students will perform for the 5th graders on November 21.

The Anthropology Club, in collaboration with Bard College, is participating in an actual archeology dig. The 8th grade band is going to NYC to an open rehearsal of the NY Philharmonic. BMS students began working with Bard students in preparation for serving as mentors and activity leaders for the CLS Science Night Out in January.

Mr. Kemnitzer wished to thank the PTSO for sponsoring the 6th Grade Circus again this year. The circus had many amazing acts by our very talented students. At the request of the circus instructor, one of our students wrote a song and performed it at the circus.

The Veterans Day Assembly will take place on November 10 with breakfast at 8:00 am and the assembly at 9:00 am. The keynote speaker will be Brendon Szabo, who recently returned from a tour in Afghanistan.

Rhinebeck High School

Ed Davenport reported that Charles Barnett, an inker/finisher for Marvel comics, gave in-class presentations of his work to high school art students. The Studio Art classes had 15 students enter a Grace Smith House contest by creating posters to promote Domestic Violence Awareness.

In Band news, 3 students were selected for Area All-State. The Choir will be going to NYC to see a Leonard Bernstein Broadway performance of On The Town.

The English Department has been working with Amy Benjamin, literacy consultant, on revising the ELA curriculum to prepare our students for the Common Core Regents exams. During the last Superintendent's Conference Day, the entire faculty participated in a workshop with Amy Benjamin on academic word lists and how to incorporate said vocabulary into their teaching practice.

The Guidance Department will begin the review of the program of studies as well as new course suggestions. Guidance counselors have concluded their meetings with parents regarding college and career planning.

In extracurricular activities, the high school held an Activity Fair for 9th -10th graders. There was a good turnout of students and good increase in student participation. The writer's workshop class will be participating in NaNoWriMo (National Novel Writing Month) in which students will aim to compose first drafts of 50,000 word novels. The high school has 25 students participating in the Drama Club's 4-week drama workshop. Members of the HS Book Club attended an author talk by David Shafer who read excerpts from his book Whiskey Tango Foxtrot.

Dr. Davenport thanked the District's SRO for bringing victim impact speaker Marianne Angellillo to address the students on the loss of her son as a victim of a drunk driving crash. Ms. Angellillo presented powerfully and Dr. Davenport expressed his pride in the students' reception and behavior.

The wireless is up and running at the high school. Dr. Davenport reported that our Smartboards are no longer being supported by Tequipment, the company from which we purchased these units, given their age and the availability of new technology. As a result, we are phasing out these units when they can no longer be repaired in house, and we will be replacing those units with alternate newer technology.

Ms. d'Albertis shared that at the NYSSBA conference, the Teacher of the Year spoke on how important the relationship is between the principals and the Board as they work together toward student achievement. The Board thanked the principals for giving opportunities for the Board to come to events and for including the Board in what's going on in the buildings.

4.2 Board Committee Reports

Personnel Committee

Lisa Rosenthal reported that the Personnel Committee had to reschedule the meeting between ANIE and the District to discuss negotiations. Additionally, the Committee is reviewing the contract brought by the unaligned employees of the District and will make a recommendation to the Board at a future date. The Committee continues their discussion of the tenure review process and will discuss further with the District's legal counsel.

Finance Committee

Diane Lyons reported that the Finance Committee looked at the participation levels in the cafeteria program. The data shows participation is up at CLS and RHS and down slightly at BMS. Although the program is still operating at a loss, it has improved from this time last year. The cafeteria is offering brown bag breakfasts to middle school students which can be taken upstairs and eaten. The District is having some difficulties in collecting outstanding debt from families. The Policy Committee will be looking to introduce a policy to help deal with this matter.

The District will be reducing the workers compensation reserve fund by transferring funds to the general fund over the next 10 years as the reserve fund is unnecessary.

The Committee reviewed the budget for the 2014-15 school year. It seems that expenditures will exceed revenues due to the likelihood that there will not be a DEHIC holiday this year, increases in Special Education costs, salaries/benefits outpacing the tax cap and a lower tax cap. The Board had a short discussion on how the possible absence of a DEHIC holiday will affect the budget and when the figures for the tax cap are expected.

The Committee discussed the staffing and enrollment projections. The data does not show a definite trend that would enable the District to make long term decisions based on enrollment.

Audit Committee

Laura Schulkind reported that the Audit Committee reviewed information and outlined the process for the addition of a potential community candidate to the Committee. Mrs. Schulkind is currently drafting an application to be used by the Committee which will be presented to the Board at a future date. Currently, applicants must be district residents; however, if there is not a pool of interested candidates within the District, the Committee may be willing to amend the Charter to include a broader reach for potential candidates.

The Committee discussed the possible need for an additional policy which speaks to the disclosure of wrongful conduct on a broader District-wide whistleblower policy. Mr. Burnell will get guidance from legal counsel and report back to the Committee.

Mr. Burnell has not received the Annual Audit from Toski & Co. for review. Mr. Burnell stated that he expects the report tomorrow.

4.3 New York State School Board Recognition Week

Superintendent Phelan reported that the Governor has proclaimed this week as School Board Recognition Week. Usually this recognition week coordinates with the NYSSBA Convention. Superintendent Phelan expressed his appreciation for the opportunity to learn and share ideas with the Board from the various sessions at the convention this year. Mrs. Lyons shared that it was a great opportunity to hear what other school boards are doing and feels very lucky to be in our district. Board members will download information from the convention and share it with all other board members. Superintendent Phelan thanked the Board members for their work on behalf of the District.

A short discussion followed regarding NYSSBA's view of the APPR. Mr. Fleischhauer reported that the resolution for continued use of APPR for teacher evaluations was voted down at the convention. The Board discussed the possible need to choose a delegate to vote on behalf of the Board at NYSSBA.

4.4 Application of Grasmere Farm to the Dutchess County Industrial Development Agency (DCIDA) for a Real Property Tax Abatement

Superintendent Phelan reported that Grasmere Farm has submitted an application to the DCIDA for a real property tax abatement. Although the District does not have a voice in this decision, the District may realize a loss of tax revenue over the next 10 years on the additional assessed value after the property is developed.

5.0 Comments

5.1 Good News

Superintendent Phelan wished to thank the new food service director, Larry Anthony, for the healthy snacks available at the Board meetings. Ms. d'Albertis reported that a small but informed group from the community attended the Coffee with the Board on October 23. The Board appreciates the people that attended and shared their concerns and comments with the Board.

Mrs. Schulkind reported that the 6th Grade Circus was amazing and it was great to see our students encouraging each other and the talents each one brought. Mrs. Lyons reported that the Fall Festival was a great success and how wonderful it was to see older students performing community service. The Board wished to thank the PTSO for funding the 6th grade Circus and the Fall Festival. Mr. Walker stated that although the fall sports season is almost over, it is wonderful to see that so many of our students participate in sports no matter what the season. He congratulated the students, the coaches, and the parents for their efforts.

5.2 Old Business

Superintendent Phelan reported that the local superintendents heard a report on late start times for students. A copy of the documents from the presentation will be provided to members of the Board and school administrators.

Superintendent Phelan reminded the Board about the legislation regarding the school tax exemption for veterans. If it is the pleasure of the Board, this topic can be put on the agenda within the next several meetings for discussion. Board members asked for additional data relating to how many veterans we have in the district, the impact on the tax payers and what other school boards are doing.

5.3 Public Comment

None

5.4 Other

None

6.0 Action Items

6.1 Motion by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the following consent items:

6.1.1 Motion upon the recommendation of the Superintendent of Schools to approve the CSE and CPSE recommendations.*

6.1.2 Motion upon the recommendation of the Superintendent of Schools to declare the attached items as surplus for disposal.*

6.1.3 Motion upon the recommendation of the Superintendent of Schools to approve the Treasurer's Reports (General Fund, September 2014; Extra Classroom Fund, September 2014).

VOTE: 7 AYE (Burns, d'Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT

MOTION CARRIED

6.2 Motion by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the list of additional emergency conditional substitute teachers and substitute non-instructional staff for the 2014-15 school year.*

VOTE: 7 AYE (Burns, d'Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT

MOTION CARRIED

6.3 Motion by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve as a final reading the adoption of modifications to Board Policies 3330 – Regulations Dissemination; 4010 – Equivalence in Instructional Staff and Materials; and 4322 – Programs for the Gifted and Talented.*

VOTE: 7 AYE (Burns, d'Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT

MOTION CARRIED

- 6.4 Motion** by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to accept the donation of a Xerox Phaser 6115 MFP/D printer from Ed Haas.*
VOTE: 7 AYE (Burns, d’Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED
- 6.5 Motion** by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to appoint 2014-15 BMS After-School Program instructors. (See attached.)*
VOTE: 7 AYE (Burns, d’Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED
- 6.6 Motion** by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to appoint additional 2014-15 RHS advisors. (See attached.)*
VOTE: 7 AYE (Burns, d’Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED
- 6.7 Motion** by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to accept the resignation of Helen Mozes-Steckman, Teacher of the Speech and Hearing Impaired, for the purpose of retirement, as stated, effective June 30, 2015.*
VOTE: 7 AYE (Burns, d’Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED
- 6.8 Motion** by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the appointment of Ed Morgan to the position of Custodial Worker, assigned to the Chancellor Livingston Elementary School, effective October 20, 2014, at a salary of \$32,234 (pro-rated), in accordance with the ANIE Salary Schedule for 2013-14, with a 26 week probationary period.*
VOTE: 7 AYE (Burns, d’Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED
- 6.9 Motion** by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve a leave request from Morgan LoBrutto, to commence on or about April 6, 2015, with such leave to be taken as paid medical leave through the period of disability as certified by a physician in writing, to the extent of her accrued sick leave and, thereafter, such leave to be taken as unpaid child care leave through the conclusion of the 2014-15 school year on June 25, 2015.*

VOTE: 7 AYE (Burns, d'Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED

- 6.10 Motion** by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the permanent Civil Service appointment of Tanya Davis as Personnel Assistant, effective October 28, 2014.

VOTE: 7 AYE (Burns, d'Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED

- 6.11 Motion** by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to authorize the President of the Board of Education to sign an Amended Employment Related Agreement with Employee No. 1832, dated October 28, 2014, as presented to the Board at this meeting. A copy of said resolution shall be incorporated by reference within the minutes of this meeting.

VOTE: 7 AYE (Burns, d'Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED

- 6.12 Motion** by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve a leave request from Katelin Grande, to commence on or about March 7, 2015, with such leave to be taken as paid medical leave through the period of disability as certified by a physician in writing, to the extent of her accrued sick leave and, thereafter, such leave to be taken as unpaid child care leave through the conclusion of the 2014-15 school year on June 25, 2015.*

VOTE: 7 AYE (Burns, d'Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED

- 6.13 *****TABLED********Motion* by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the terms and conditions of employment for the Assistant Superintendent for Support Services for 2014-15.*

Motion by Lyons, seconded by Rosenthal, the Board voted to **TABLE** Item 6.13 for further discussion.

VOTE: 7 AYE (Burns, d'Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED

- 6.14 Motion** by Burns, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the re-appointment of part-

time food service workers for the 2014-15 school year, effective September 1, 2014.
(See attached.)*

VOTE: 7 AYE (Burns, d'Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED

7.0 Proposed Executive Session

Motion by Burns, seconded by Rosenthal, the Board voted to enter Executive Session at 9:10 pm for the purpose of discussing the employment history of a particular person.

VOTE: 7 AYE (Burns, d'Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED

Motion by Burns, seconded by Rosenthal, the Board appointed Joseph Phelan as Clerk Pro Tempore.

VOTE: 7 AYE (Burns, d'Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED

Motion by Burns, seconded by Rosenthal, the Board voted to return to Regular Session at 10:10 pm.

VOTE: 7 AYE (Burns, d'Albertis, Fleischhauer, Lyons, Rosenthal, Schulkind, Walker); 0 NAY; 0 ABSTAIN; 0 ABSENT
MOTION CARRIED

8.0 Adjournment

Motion by Burns, seconded by Rosenthal, the Board voted to adjourn at 10:11 pm.

Respectfully submitted,

Mary Ann Bovee
District Clerk

Joseph Phelan
Clerk Pro Tempore