

**MEMBERS PRESENT:**

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

**OTHERS PRESENT:**

**JOSEPH PHELAN, TOM BURNELL,  
MEMBER OF THE PRESS, MEMBERS OF  
THE PUBLIC**

**1.0 Call to Order**

President Burns called the meeting to order at 7:32 pm.

**2.0 Approval of Minutes**

**2.1 Motion** by Fleischhauer, seconded by Rosenthal, the Board voted to approve the minutes of the November 26, 2013 Regular Meeting\*

**VOTE: 6 AYE (Burns, Fleischhauer, Rosenthal, Lyons, d'Albertis, Schulkind); 0 NAY, 0 ABSTAIN, 1 ABSENT (Kantaros)  
MOTION CARRIED**

**3.0 Public Comment**

Mrs. Jen Hammoud, President of the Rhinebeck Science Foundation, commented on the Communication Committee's report regarding student exit interviews and the collection and analysis of related data. She suggested that the Committee also consider offering the survey to parents who are currently in the District for additional feedback.

**(Dr. Kantaros arrived at 7:34 pm.)**

**4.0 Reports and Discussion**

**4.1 Principals Reports**

**CLS:** Mr. King reported that the 3rd grade Teamwork Counts program, in partnership with the PTSO, went well with students participating in various activities in the gym with teachers and PTSO volunteers. Mr. King gave an update on the Rhinebeck Science Foundation grant workshop with Dr. Ric Campbell. He shared with the Board an email from a group of CLS teachers to Dr. Campbell that explains their thoughts on the project. They will meet next week to discuss plans for the second session of workshops. Dr. Ron Pastrana wrapped up the Scientist in Residence program at CLS. For the third year in a row, CLS will be recognized in the NASA archives in Houston. On November 8<sup>th</sup>, the Dutchess County Dental Society presented a play which was well received and all students were given a toothbrush as a gift. The Hands Helping Hands drive by Ms. Rizzolo's 3rd grade class is under way, and the students are collecting hats, scarves, mittens and heavy socks to present to the Astor Home for Children. Mr. King and Ms. LoBrutto will meet with the ten 5th graders nominated for Peer Mediation in January when school resumes and will discuss the referral process which will be opened up to all grade levels, providing an opportunity for students to see conflict resolution and problem

solving at work. The Common Language for All program, which has focused on Responsibility, Courtesy and Respect, will begin discussing Compassion in January. Mr. King thanked the Rotary Club for dictionaries provided to 3rd grade students through the Dictionary Project. He also thanked the PTSO for once again conducting the Giving Tree initiative. Upcoming events include winter concerts this week and Science Night Out on January 9th in collaboration with Rhinebeck Science Foundation and Bard College, which will provide lots of hands-on science activities for students. Mr. King is working with a representative from Young Rhinebeck to create an LLL Children's Foreign Language & Culture after-school program. The pilot program will start in January and run through March, beginning with Spanish culture and language.

A brief Board discussion followed regarding funding for field trips. Mr. King explained that while the school receives generous grants to fund some of the field trips, many don't cover transportation costs and historically all budgeted funds have been used. They also discussed the possibility of a science fair this year. Mr. King indicated that there are preliminary discussions taking place regarding a science fair as well as a math fair. The Board asked Mr. King to share his vision on what the proposed full-time STEM teacher position would look like. In collaboration with Mr. Kreps and Mr. McDonald, they are using the new release of the K-5 Project Lead The Way module as a baseline. A primary goal is to develop student interest in science and technology; particularly among young girls, in preparation for 6th grade. The overview and objective of what the position will entail have been explored. In January and February, Mr. King will be working on identifying specific funding and staffing needs.

**BMS:** Mr. Kemnitzer reported the Annual Veteran's Day Assembly, with the assistance of Roberta Bloomer, was a success. This year they welcomed Senator Terry Gipson and the assembly included a Skype session with Colonel Paul Summersall, a West Point graduate who works at the Pentagon. Corporal Austin Butler, a Rhinebeck alumnus, who was recently stationed in Africa, was welcomed back. He connected well with the students and shared slides and stories of the culture and his interaction with the communities, families, and students during his time in Africa. More than 100 students participated in the actual ceremony and 191 veterans were honored this year. Thanks to an AIE grant, the 7th grade class was able to work with Ms. Denny Dillon as they researched and re-enacted the Salem Witch trials. BMS students participated in two service learning opportunities this month – the Knit for the Needy campaign sponsored by the Art Club is underway and knitted items will be donated to local churches. Student Council is currently holding their annual food drive and hope to top last year's donation of over 900 items. All four new clubs are up and running. The Anthropology Club will be going to Bard College on Friday to work with Archaeology Professor, Mr. Chris Lindner. Students will attend a presentation and have an opportunity to handle specimens and replications from the 5000 year old archeology dig on the campus at Bard as well as try their hand at making stone tools. The 8th grade ELA students began a project titled "Taking a Stand" paid for in part by an AIE grant. Students will work with local artists Mimi Graminski and Pat Sexton in exploring social injustice through art. The current timeline is that the project will be complete by the end of January and Mr. Kemnitzer expects to hold an open house.

7th grade social studies students will be investigating precursors to the Revolutionary War by participating in stations throughout the week. More than 30 high school students have volunteered to use their lunch and free periods to help run the stations for the weeklong project.

Parent/teacher conferences were held last week and feedback on the information session held for parents of students in Algebra 1 was very positive.

Upcoming events include winter concerts being held next week and the Wolf Conservation assembly that will be held next Friday. 8th grade students will be going to Bard College on January 13th to participate in Citizens Science Project thanks to a grant from the Rhinebeck Science Foundation.

The Board commended the presenters at the Algebra 1 information session and noted that it was great to see parents, educators and administrators having dialogue with the community regarding issues about Common Core and having their concerns addressed and answered by individuals who are knowledgeable about the topic.

The Board followed up with a question for Mr. Kemnitzer regarding whether or not the schedule would support increasing foreign language if funds were available. Mr. Kemnitzer noted that the master schedule is tight and other factors will need to be considered.

The Board noted that the Curriculum Committee will be reporting on their discussions regarding the Accelerated Reader Program and Mr. Kemnitzer explained that the program is designed to increase the amount of independent reading students are doing outside the classroom.

**RHS:** Dr. Davenport provided an update on extracurricular program. There are 50 high school students who were named as Mid-Hudson Athletic League scholar athletes, who maintained at least a 90 average. Dr. Davenport commended the GSA and the BMS Student Council for co-hosting a very successful talent show. He noted it was great to see students supporting one another. National Honor Society inducted 15 new members. The Environmental Club held a successful fundraiser this past Fall. Funds raised will be used to help orphaned elephants in Kenya. In recognition of domestic violence and bullying awareness month, the Grace Smith House asked artists to submit creative expressions and artwork that speaks out about violence. Five high school students submitted their work and one student won a prize in the high school category. One student attended NYSMMA All-State Conference, two student musicians attended Area All-State and two attended All-County. During Veteran's Day, two students volunteered to play at the Montgomery Post American Legion. In choral music, two students were selected to participate in the All-County Festival on January 25 and 26. Four students participated in the Zone 10 Area All-State. High school choral students recently traveled to NYC to see the Broadway play "Big Fish". Dr. Davenport thanked the math department for organizing and holding the Algebra 1 information session. There were about 55 parents in attendance. Math teacher, Christine Baccaro was recognized by Dutchess Community College for teaching excellence in her statistics class.

As part of the dance unit in Ms. Hackett's and Mr. Jutton's PE classes, students held a flash mob dance and gave a phenomenal performance. The students will also perform the dance at the pep rally in January.

Students in Earth Science produced posters of fictional and real minerals and rocks. Students also made homemade rocks by using various materials. English students took a field trip to New Paltz to see *The Tempest* which included a Q&A session with cast members. Earlier in the month, seniors held their 2nd Annual Rhinebeck High School Correct Texting competition where students used cell phones to compose grammatically correct sentences. Prizes were given out to the top 3 winners.

Upcoming events include the HS Band Concert tomorrow evening and this week starts the winter athletic season.

Board discussion followed regarding Dr. Davenport's meeting with Dr. Deborah Hardy, Director of Guidance at Somers High School. Dr. Hardy explained the difference between Naviance and Career Cruising. Career Cruising focuses on developing career plans for students and Naviance is a management system for student career planning and provides a platform to digitally apply to colleges. Both are impressive programs and Dr. Davenport plans to attend a webinar and explore the functionality of each in greater detail. Either program would require a significant need for human resource services to implement.

#### **4.2 2014-15 Budget Development Update**

Mr. Phelan provided a brief overview of the rollover budget as part of the second phase of the budget development process. He explained what the rollover budget is and noted that it does not address any new programs or services documented in the Potential Programs & Services list provided to the Board at the last board meeting. The goal will be to develop a budget that stays within the NYS mandated tax cap, unless directed otherwise by the Board. He pointed out that due to many factors and complicated formulas as determined by the State legislature, it's not necessarily a 2% tax levy cap, as it is sometimes mistakenly called.

Mr. Burnell provided preliminary budget figures to the Board. He also reviewed current expenditures and discussed potential increases and decreases as currently known.

Overall, a rollover budget would result in a \$1.2 million increase which equates to a 3.95% budget to budget increase. Mr. Burnell then reviewed a very preliminary revenue projection which would result in a rollover budget tax levy increase of 4.52%. He pointed out on the tax levy limit report that the tax base growth factor has increased by .7% which is the second highest in the county. Based on current information, the District's allowable tax levy increase would be 2.78%, at or below which would require only a simple majority vote. As more information becomes available, adjustments will be made accordingly.

The allowable levy growth factor and actual capital local expenditures will be known by end of January. The first draft budget will be available on January 14th.

#### **4.3 Board Committee Reports\***

**Curriculum:** Ms. Schulkind reported that Mr. Kemnitzer was invited to discuss the Earth Science “test out” option with the Committee. Mr. Phelan provided some historical context on how the option evolved. The Committee discussed the idea of informing parents with a general meeting to talk about what choices would mean for students. Mr. Kemnitzer will look into what form that meeting will take.

The Accelerated Reader program was explained by Mr. Kemnitzer as a program to increase independent reading. However, the Committee expressed concern that some students may not be using it correctly, viewing it as a tool to just get points versus fostering a love of reading. The Committee asked Mr. Kreps for an opinion, and he was concerned as to whether or not the program was meeting the goal of reading more complex text, as required by the Common Core standards. The Committee asked Mr. Kemnitzer to speak with his staff to determine how the program might be used more effectively with a potential follow up meeting with parents.

Again, the Committee acknowledged that the Algebra 1 math meeting was well received.

**Communications:** Ms. d’Albertis reported that the Committee discussed the success of the recent Coffee with the Board sessions and suggested the possibility of holding two additional pairs of sessions, one in January and another in March, prior to the Board’s adoption of a 2014-15 budget. The Committee will reach out to the attendees with a follow-up letter.

The Committee greeted Mr. Stephen Jensen, the new Director of Technology. He has already begun to assist the Committee on developing ideas on when and how to conduct the exit interviews for students leaving the district. They had preliminary discussions on what kind of interviews might be conducted. The idea is to gather information from families on where they are going when they leave the District and the factors that contribute to their decision.

There was a broad discussion regarding the website. Mr. Jensen will begin to look at SchoolWorld to be sure that the District is using the program to its fullest capacity. They will continue to develop goals with him during regular meetings.

#### **5.0 Comments**

##### **5.1 Good News**

Ms. Schulkind commented that it was nice to see the new computers, provided by a Rhinebeck Science Foundation grant, set up in the library. Mr. Phelan noted it was great to see that they arrived just as our new Director of Technology came on board. Mr. Phelan also noted that Mr. Jensen has quickly jumped into his new role here in the District.

Mr. Phelan informed the Board of the new water fountain that was installed by Mr. Tieder's facilities staff just outside the BMS gymnasium. The new setup allows students to fill water bottles brought in from home. The fountain also includes a counter that shows the number of disposable plastic bottles saved over a period of time by refilling at the station.

President Burns shared the news that some of our soccer players were named to the Poughkeepsie Journal All-Stars Team. In addition, Seth McClenahan was named to the NYS First Team All-State Soccer Team.

Mr. Fleischhauer reported that one of our field hockey players had been named Poughkeepsie Journal All-Stars and two made Third Team All-Stars.

## **5.2 Old Business**

In the board packet, as follow up to previous discussions regarding the Regents Reform Agenda, Mr. Phelan provided the Board with a draft letter to Dr. King and Chancellor Tisch. He asked for feedback from the Board. Discussion followed on the tone of the letter; specifically the first bullet point and the wording "shock and awe" which a Board member felt steps out of the general tone of the letter. President Burns will consider re-wording certain phrases and revise the letter by the first of the year once Board consensus is reached. President Burns felt this would continue to meet the timeframe set forth in a previous letter to parents.

Mr. Phelan anticipates that some legislation will be introduced in the upcoming session that will address some of the points noted in the draft letter. As a result, he would like to get this communication out to the legislators by early January so that we might have some impact prior to any legislation being proposed. Mr. Phelan agreed to present the draft letter to administrators to be sure that all concerns have been captured and nothing misstated. Mr. Phelan also noted that he would be attending a meeting this Friday in Westchester where superintendents have invited legislators that represent Dutchess, Rockland, Putnam and Westchester counties to attend. Press will probably be covering the meeting.

President Burns would like to have the District Clerk schedule some dates after the first of the year for Board members to meet with elected officials Kevin Cahill, Terry Gipson and Didi Barrett to discuss issues brought up in the Board letter.

## **+5.3 Public Comment**

A parent thanked the principals and math teachers for the Algebra 1 meeting. Another parent mentioned that she loved the Salem Witch trials.

## **5.4 Other**

Ms. Rosenthal reminded the Board of the 2nd Annual Staff Craft Fair being held tomorrow from 3:30 to 6:30 pm in the BMS/RHS library.

**6.0 Action Items**

**6.1 Motion** by Fleischhauer, 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 approve the Treasurer's Reports (General Fund – October 2013; Extra Classroom Fund, October 2013).\*

**6.1.3 +Motion** upon the recommendation of the Superintendent of Schools to accept the resignation of Donna Ellis as Clerk of the Board of Education, for the 2013-14 school year, effective December 31, 2013.

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

**6.2 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to accept two 2014 Exxon Mobil Fuels Educational Alliance grants in the amount of \$500 for Chancellor Livingston Elementary School and \$500 for Rhinebeck High School, in support of Math and/or Science instruction, through the sponsorship of Mr. Richard Matthies and Rhinebeck Mobil.

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

**6.3 +Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the appointment of MaryAnn Bovee as Clerk of the Board of Education, for the 2013-14 school year, effective January 1, 2014, at an annual stipend of \$9,667, pro-rated.

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

**6.4 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the three year probationary appointment of Jill Simmons to the position of Elementary teacher, assigned to Chancellor Livingston Elementary School, effective January 2, 2014, in the tenure area of Elementary, at a salary of Step 1 MA+09 (\$57,240, pro-rated), in accordance with the RTA Salary Schedule for 2013-14.\*

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

**6.5 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the three year probationary appointment of Kristen Secor to the position of Elementary teacher, assigned to

Chancellor Livingston Elementary School, effective January 2, 2014, in the tenure area of Elementary, at a salary of Step 1 MA+6 (\$57,006, pro-rated), in accordance with the RTA Salary Schedule for 2013-14.\*

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

- 6.6** +**Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the appointment of Janet Ljutich as a long-term substitute in the position of Elementary Teacher at **Chancellor Livingston Elementary** School, at the pleasure of the Board, effective on or about January 2, 2014 through June 26, 2014, at the salary of Step 1 MA+3 (\$56,772, prorated), in accordance with the 2013-14 RTA Salary Schedule. This appointment is to fill the balance of the vacancy created by the leave of absence granted to Shannon Denise, Elementary Teacher at the Chancellor Livingston Elementary School.  
**VOTE: 7 AYE (Burns, Fleischhauer, Kantaros, Rosenthal, Lyons, d'Albertis, Schulkind); 0 NAY, 0 ABSTAIN; 0 ABSENT**  
**MOTION CARRIED**
- 6.7** +**Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the three year probationary appointment of Michelle Fountain to the position of Special Education teacher, assigned to Chancellor Livingston Elementary School, effective January 2, 2014, in the tenure area of **General** Special Education, at a salary of Step 1 MA+6 (\$57,006, pro-rated), in accordance with the RTA Salary Schedule for 2013-14.\*  
**VOTE: 7 AYE (Burns, Fleischhauer, Kantaros, Rosenthal, Lyons, d'Albertis, Schulkind); 0 NAY, 0 ABSTAIN; 0 ABSENT**  
**MOTION CARRIED**
- 6.8** **Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve 2012-13 budget transfers in accordance with Board of Education Policy #6150, for the school year ending June 30, 2013.\*  
**VOTE: 7 AYE (Burns, Fleischhauer, Kantaros, Rosenthal, Lyons, d'Albertis, Schulkind); 0 NAY, 0 ABSTAIN; 0 ABSENT**  
**MOTION CARRIED**
- 6.9** **Motion** by Fleischhauer, 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 non-instructional staff for the 2013-14 school year.\*  
**VOTE: 7 AYE (Burns, Fleischhauer, Kantaros, Rosenthal, Lyons, d'Albertis, Schulkind); 0 NAY, 0 ABSTAIN; 0 ABSENT**  
**MOTION CARRIED**



**6.11 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to appoint additional 2013-14 BMS After-School Program instructors. (See attached.)\*

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

**6.12 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve a leave request under the Family and Medical Leave Act from Tennille Morrissey, to commence on or about May 31, 2014, 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 2013-14 school year on June 26, 2014.\*

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

**7.0 Proposed Executive Session**

**Motion** by Fleischhauer, seconded by Rosenthal, the Board voted to enter Executive Session at 9:16 pm for the purpose of discussion of the employment history of a particular individual.

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

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

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

**Motion** by Fleischhauer, seconded by Rosenthal, the Board voted to return to Regular Session at 9:55 pm.

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

**8.0 Adjournment**

**Motion** by Fleischhauer, seconded by Rosenthal, the Board voted to adjourn at 9:56 pm.

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

RHINEBECK CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION  
December 10, 2013  
Regular Meeting

Respectfully submitted,

Donna Ellis  
District Clerk

Joseph Phelan  
Clerk Pro Tempore