

**MEMBERS PRESENT:**

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

**OTHERS PRESENT:**

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

**1.0 Call to Order**

President Burns called the meeting to order at 7:33 pm.

**2.0 Approval of Minutes**

**2.1 Motion** by Fleischhauer, seconded by Kantaros, the Board voted to approve the minutes of the September 24, 2013 Regular Meeting\*

Prior to the vote, Dr. Kantaros offered a correction to the report on the Audit Committee meeting. The second sentence should read: *The draft report was received and reviewed in Executive Session at the Audit Committee meeting.*

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

**2.0 Public Comment**

A parent in the District addressed the Board to express concern at the number of teachers at the Elementary School who would be retiring in the middle of the school year and wondered why this should be, as well as expressing concern at the cost to the District in having to pay the new teachers as well as the retirees. She also commented that perhaps the contract should be written such that mid-year retirements not be allowed. She further commented on the effect on the children of the mid-year change and asked how the District planned to manage the transition to the new teachers.

President Burns responded, indicating that the Board members were also concerned about the mid-year transition, and noted that mid-year retirements are permitted under the contract.

Mr. Phelan noted that, while the District would prefer that the teachers retire at the end of the full term, the choice is theirs. Regarding the expense issue, in reality, there is ultimately a savings to the District given the salary level of a teacher of many years with the District in comparison with the salary for a new hire, even one with five or eight years' experience. Even with retirement costs factored in, there are savings. In terms of the transition, as has been done in situations like maternity leaves or health emergencies,

which have happened at various times throughout the school year, likely the new hires will be brought in for some short period of time before the retirement date to work with the classroom teacher at a substitute rate of pay. Given the abundance of certified Elementary and PE teachers available in the current job market, which includes quite a number of experienced teachers who were laid off and are looking for work, the District does not anticipate any difficulty in securing a good pool of candidates.

On another topic, a parent addressed the Board to ask about how the needs of kids who excel, as opposed to those who struggle, are being addressed, not only at the High School level but also at the entry level. While there is a need to provide support to some, we could be doing more for children who are inspired to explore STEM and should be provided with enrichment experiences.

The parent who spoke previously addressed the Board again to note that she was not disappointed with the recently released test scores, although they were lower than desired. She believes it is clear that the Elementary school is focused on age appropriate instruction and is not teaching to the test. She also believes that this is why the Middle School scores are quite good. She asked why the District has not spoken out on testing as Red Hook has done.

President Burns noted that the Board did write a statement which was e-mailed and mailed to parents and posted on the website. The parent then responded that she believes the statement was not strong enough.

President Burns noted that the statement was an effort on the part of the Board to communicate a consensus. For the parent concerned with enrichment opportunities, she could consider attending Curriculum Committee meetings, and President Burns expressed the hope that every child is inspired, no matter what their strengths or weaknesses.

#### **4.1 Reports and Discussion**

##### **4.1 2013-14 Fire Inspection Report\***

Mr. Phelan reported that the Annual Fire Inspection had been conducted and the resulting report summary is included in the packet. Each year, the date of the Inspection is pushed up a month. Next year will be unusual in that it will be done in August when the teachers are not present. The write up for this year notes the smallest number of non-conformances in some time, which have all been addressed.

##### **4.2 Board Committee Reports\***

Ms. Rosenthal reported that the Minutes of the Rhinebeck Science Foundation were in the packet and speak for themselves.

**Curriculum:** Ms. d'Albertis reported that the Committee will be following up on some items from last year, including the health curriculum, the LEGO pilot program, and the foreign language curricula. In the latter, attention will be focused on identifying where there might be space for growing the program.

Expansion of PLTW at the High School is likely. Dr. Davenport spoke with the Committee about the use of a digital program to support college applications. The Committee will be meeting with Mr. Kreps about changes in curriculum.

Discussion followed about pursuing national certification for the Technology program. The prospects look good for completion of the process this year. There is continued discussion about extending Gateway to Technology both to the High School and to the Elementary level. The District is re-thinking how the Science coordinator and the science lab are used, with an eye to perhaps establishing a STEM lab. PLTW is piloting an elementary program and something may be available to the District not too far down the line. Mr. Phelan will present to the Board at the end of November some concepts for future program enhancements.

Discussion followed about the foreign language program and the possibility of looking for teachers who are bilingual. Reference was made to recent characterizations of programs using teachers recruited from China as being very expensive, but it was noted that this referred to the "Binghamton" model, which was structured in a way that was costly.

Mr. Kreps will be reporting to the Board on curriculum work related to the Common Core. The revised curricula will be posted on the District website after review by the Committee and approval by the Board.

**Policy:** Ms. Rosenthal initiated a discussion about the FAQ on public comments and indicated that the Committee wished to have the Board review again and comment before the document was disseminated. The Board members briefly discussed the idea of having a member of the public review the document to see if it is accessible to someone not as well acquainted with the topics. The need for a little softening of the language was noted. Ms. d'Albertis and Mrs. Schulkind, as the newest members of the Board, will review and provide suggestions for improving accessibility.

## **5.0 Comments**

### **5.1 Good News**

Ms. d'Albertis commented that, especially in light of the Board goals relating to increased communication with parents, it was heartening to see the efforts made at the Open Houses, and the efforts made by the principals and many of the teachers in reaching out to parents about expectations, using e-mails, sending articles home, explaining how to be supportive at home. She noted that she was impressed with the thoughtfulness of staff in reaching out.

President Burns commented on her own experience as a parent with teacher use of the website, and thanked those of her colleagues who spoke at the Open Houses.

### **5.2 Old Business**

None

**5.3 Public Comment**

Jen Hammoud, President of the Rhinebeck Science Foundation, presented a check to the Board, representing the funding for a grant submitted by Diane Linenbroker to establish the Library as a nexus for the integration of technology.

President Burns thanked Mrs. Hammoud and the Foundation for the grant funding and noted that the Board would be formally accepting the grant through a Motion later in the evening.

**5.4 Other**

President Burns initiated a discussion among the Board members regarding the number of mid-year retirements at the Elementary school and why such a cluster might be occurring. Mr. Phelan noted that no reason had been provided by the individuals, such decisions are personal, and absent information from the individuals, speculation would serve no useful purpose.

One Board member expressed bafflement and disappointment at the timing of the retirements, noting that this is not the best thing for the students, particularly given how attached they can become to their teachers.

Mr. Phelan will do some research to try to determine if there is a common theme prompting the activity which might be a situation that would need to be addressed.

Discussion followed about the transition process and the recruitment effort, as well as communicating about the retirements to the parents. The Communications Committee has already discussed the situation and will be preparing a statement. Given the importance of communications in general within the District, the Board members briefly discussed hosting informal get-togethers with staff and community members to facilitate dialogue on any topic, but particularly in a case like this, to understand why this might be happening.

As an additional area for communication, it was suggested that some informational sessions be scheduled, as part of college and career readiness, to help parents in preparing to pay for college, reaching out even to parents in CLS and BMS to help with planning and also to get word out on how much money colleges themselves make available.

**6.0 Action Items**

**6.1 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools 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 accept the resignation of William Worrell, Elementary Teacher, for the purpose of retirement, as stated, effective June 30, 2014.\*
- 6.1.3 Motion** upon the recommendation of the Superintendent of Schools to accept the resignation of William Hicks, Physical Education Teacher, for the purpose of retirement, as stated, effective January 31, 2014.\*
- 6.1.4 Motion** upon the recommendation of the Superintendent of Schools to accept the resignation of Liz Irwin, Physical Education Teacher, for the purpose of retirement, as stated, effective January 31, 2014.\*
- 6.1.5 Motion** upon the recommendation of the Superintendent of Schools to accept the resignation of Pamela Kalliche, Elementary Teacher, for the purpose of retirement, as stated, effective January 31, 2014.\*
- 6.1.6 Motion** upon the recommendation of the Superintendent of Schools to declare the attached items as surplus for disposal.\*

**VOTE: 7 AYE (Burns, Fleischhauer, Kantaros, Lyons, d'Albertis, Schulkind, Rosenthal); 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 a grant award from the Rhinebeck Science Foundation in the amount of \$54,620 in support of the implementation of the BMS/RHS Library Media Center technology Expansion Grant, as submitted by Ms. Diane Linenbroker, as stipulated.\*

Prior to the vote, President Burns again thanked the Rhinebeck Science Foundation and commended Diane Linenbroker for submitting the grant application.

**VOTE: 7 AYE (Burns, Fleischhauer, Kantaros, Lyons, d'Albertis, Schulkind, Rosenthal); 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 appoint 2013-14 BMS After-School Program instructors. (See attached.)\*

**VOTE: 7 AYE (Burns, Fleischhauer, Kantaros, Lyons, d'Albertis, Schulkind, Rosenthal); 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 as a final reading and approval of Board Policy No. 9192 – Parent Rights to Annual Professional Performance Review Composite Scores and Quality Ratings Under Education Law Section 3012-c.\*

**VOTE: 7 AYE (Burns, Fleischhauer, Kantaros, Lyons, d'Albertis, Schulkind, Rosenthal); 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 a leave request from Stephanie Baird, to commence on or about December 12, 2013, 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, Lyons, d'Albertis, Schulkind, Rosenthal); 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 additional Summer 2013 program work. (See attached.)\*

**VOTE: 7 AYE (Burns, Fleischhauer, Kantaros, Lyons, d'Albertis, Schulkind, Rosenthal); 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 fifth grade whale watch trips to Cape Cod for two classes (Palmatier/Blass/Stiverson) on June 4-6, 2014, and for two classes (West/Barpoulis) on June 11-13, 2014.\*

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

- 6.8 Motion** by Schulkind, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to appoint 2013-14 CLS Before-School Enrichment Program instructors. (See attached.)\*

Prior to the vote, the Board members and Mr. Phelan briefly discussed the history of the Program, with its inception described as a response to the elimination of the Gifted and Talented program with movement lately away from enrichment and into more of a supportive resource. The population of students the program serves is limited by the number of teachers willing to volunteer to come in. More information about the program will be provided by Mr. King at the next Board meeting.

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

- 6.9 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to certify Ed Davenport, John Kemnitzer, Brett King, Richard Zipp, and Marc Burg as qualified Lead Evaluators

of classroom teachers, effective September 12, 2013, having successfully completed the training requirements prescribed in 8 NYCRR 30-2.9 (b).

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

- 6.10 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve modifications to the Assistant Superintendent for Support Services' terms and conditions of employment, effective July 1, 2013.\*

**VOTE: 7 AYE (Burns, Fleischhauer, Kantaros, Lyons, d'Albertis, Schulkind, Rosenthal); 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 approve the list of additional emergency conditional substitute teachers and substitute non-instructional staff for the 2013-14 school year.\*

**VOTE: 7 AYE (Burns, Fleischhauer, Kantaros, Lyons, d'Albertis, Schulkind, Rosenthal); 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 an increase of Maureen Manns' position as an English Language Arts (ELA) Academic Intervention Services (AIS) teacher, assigned to the Bukleley Middle School, from .5 FTE to .6 FTE, effective September 3, 2013.\*

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

- 6.13 Motion** by Fleischhauer, seconded by Rosenthal, the Board voted to approve modifications to the Superintendent's terms and conditions of employment, effective July 1, 2013.\*

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

- 6.14 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the revised 2013-14 school tax bills totaling \$698 in reduction adjustments, and to make the appropriate refund to the property owner, if required. (See attached.)\*

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

RHINEBECK CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION  
October 8, 2013  
Regular Meeting

**7.0 Proposed Executive Session**

There were no matters requiring discussion in Executive Session

**8.0 Adjournment**

**Motion** by Fleischhauer, seconded by Rosenthal, the Board voted to adjourn at 9:52 pm.

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

**MOTION CARRIED**

Respectfully submitted,

Margaret Todisco  
Clerk Pro Tempore