

**MEMBERS PRESENT:**

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

**OTHERS PRESENT:**

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

**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 Schulkind, the Board voted to approve the minutes of the October 22, 2013 Regular Meeting\*

Prior to the vote, Ms. Rosenthal offered the following corrections: Item 4.1 on page 2, 1<sup>st</sup> paragraph should read, "*Accelerated Math 8...*" and Item 4.3 on page 4 under Policy Committee Report, 2<sup>nd</sup> line should read, "...as missing or *significant* were reviewed".

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

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

**3.0 Public Comment**

None

**4.0 Reports and Discussion**

**4.1 Regents Reform Agenda Updates**

Mr. Phelan opened up the conversation with the recent statewide and regional discussions regarding the security of data as it relates to SED collection of data and the involvement of InBloom, a private, third-party data-storage company. Districts must select a data "dashboard" from the three vendor options provided by the State Education Department, DataCation Compass, eScholar myTrack or Schoolnet. Districts that do not select a dashboard vendor by the November 15<sup>th</sup> deadline will have it chosen for them by SED.

This past Friday, Mr. Phelan attended a regional superintendents meeting attended by four members of the Board of Regents. A few school districts are opting out of the multi-year federal grant program Race to the Top (RTTT) for a variety of reasons. Most are hoping to keep their data from InBloom and preserve their student-data privacy. At this

time, the District hasn't withdrawn from RTTT and Mr. Phelan isn't recommending to the Board that we do. Since the state has said that the strategy will not work, some districts are now writing directly to InBloom and requesting that their student records be deleted. A model letter was provided to the Board. Mr. Phelan reports that it is just one way to go on record opposing the storage of student data in the third-party cloud but will not remove the district from the RTTT monies already committed. InBloom has reportedly responded that their contract is with SED and not the individual districts so they cannot take the data out of the cloud. There are a number of different strategies that districts are using to register their displeasure.

Mr. Phelan invited Mr. Kreps to join the discussion to open up conversations with the Board on what direction the district may go in relationship to selecting a data dashboard and to answer any questions on the topic or the Regents Reform Agenda.

Discussion followed on what effect the options, like withdrawing from RTTT or writing letters, would have on the actual requirements of the data dashboard selection. Mr. Kreps noted these actions will not address the security/confidentiality concerns. Even pulling out of the RTTT, data will be collected, as it has been for years prior. That said, there has been an exponential increase in the amount of data pulled into SED. Concerns were voiced about the type of data that may be collected and stored. President Burns noted that under the FAQ section on the EngageNY website, there is a link that shows what data points will be provided to InBloom by SED.

Mr. Kreps reviewed how the data collection is currently stored and how it may change with the introduction of a third-party warehouse. As of today, the district completes 19 imports per year into the Level 0 warehouse. The data comes out of our student management system and goes into Level 0. After cleaning the data, it is sent up to a Level 1 warehouse. For this district, it is Mid-Hudson Regional Information Center in Ulster County BOCES. It is then uploaded to a Level 2 data warehouse which is a statewide data warehouse where all 700 districts aggregate their data. The change is that this data will now be exported into the InBloom server, a Level 3 warehouse. The significant change is the data moving out of the Level 2 warehouse and being put into this third-party data farm, i.e. InBloom. The three data dashboards can then query the information in the Level 3 warehouse.

Board discussion continued on how the State currently uses the data and what they will use it for in the future. Mr. Kreps explained that the data currently sits on multiple servers and part of the concept is to aggregate the data. Having the data in one place would provide and make available useful information to parents, teachers, principals and administrators. They would have shared access as needed and a common way to access the data. He agrees that the biggest challenge is data security no matter where the data is sitting.

Concern about the security of InBloom was discussed and whether the data would be more secure at this level. Mr. Kreps reports that the data is double encrypted in the servers, encrypted in motion, and it is firewall and password protected. However,

concerns remain; specifically in relationship to the State contract with InBloom that discloses the company will not be held accountable for data breaches.

Board members discussed FERPA protections if InBloom is the data manager. SED indicates the contract specifies InBloom has to be FERPA compliant. Dr. Ken Wagner, NYS Associate Education Commissioner, made it clear that the data is not for sale on the open market and prohibited by the state's contract and by federal law. He indicated legal action would be taken if the contract is breached. Conversation continued on to the company that runs the operating system for InBloom and its connection with News Corp which has the history of a hacking scandal in England.

Additional concerns were addressed regarding the use of student data to produce products and the potential for private companies to enrich themselves in the growing Common Core marketplace. Mr. Kreps indicated the data dashboards are not necessarily a retail platform for curriculum materials but rather a strategy and intervention tool or resource. The districts will have the option to add any commercial products for consideration based on student need or they can opt not to include it.

With limited comparison of the three products available, the administrative decision was made to select eScholar as the data dashboard vendor. Mr. Kreps explained the decision was made because eScholar has had the contract to run the infrastructure for the statewide data warehouse since its inception. He anticipates the system will run smoothly. In addition, the end user interface is simple and intuitive and currently has a tracking system that will allow goals to be set up.

Projected costs were discussed. The pricing available is per user (student). Mr. Kreps reports that there are many variables to determining actual cost. He notes that the vendors provided projected costs and currently it appears to be free this year and next, with cost likely in the third year.

President Burns expressed the Board's collective concern about how the State is rushing into the reforms. Last winter the Board had an opportunity to address data privacy issues with state legislators. State Senator, Terry Gipson, has co-sponsored legislation that would require parental consent for sharing student data. Similar legislation passed the Assembly last year but the Senate Education Committee held this piece of legislation.

The Board strongly expressed their concern of the possibility of the data being used to profile students. They find it deeply disturbing and noted that the growth and potential of a student cannot always be loaded into a data dashboard. They would like to look into whether or not there is a general concern in the educational community about those who see the data and the possible presumptions and stereotyping of children occurring as a result. Mr. Kreps expressed his concern about the potential for presumptions that might be made prior to actually interacting with a student and expressed a need to be mindful of these situations. He indicated that while this is a concern and we must be sensitive to it, there is also an opportunity to optimize students' potential based on the data. He stressed the need for balance between the two. With local control, user class permissions will be

put into place which will allow only certain information to be available to those that need it.

Additional updates and discussions will be needed. The District will continue to find effective ways to address legitimate concerns expressed by parents and the community. The Board is aware of the need to respond to parent concerns in the community and their responsibility to the community to be informed and perceptive on what is happening in the region and the state. Mr. Phelan will pass information along as it become available.

Mr. Phelan invited public viewers to the November 19<sup>th</sup> Coffee with the Board. A morning session will be held at Chancellor Livingston Elementary, at 9 am in the Community Room and the evening session will be held at Rhinebeck High School, at 7:30 pm in the RHS/BMS Library. This would be a perfect opportunity to engage with the Board and raise concerns.

President Burns thanked Mr. Kreps for interfacing with the state and sharing his information with the Board.

#### **4.2 2013 NYSSBA Convention Review**

Several Board members recently attended the NYSSBA Convention in Rochester and shared their experiences. The group was impressed with the number student expos and workshops provided and each found the convention rewarding in various ways. It also provided an opportunity to have discussions in an informal setting and to connect with colleagues.

Ms. Rosenthal, who attended a pre-session law workshop, offered to review with the Board the presentation provided on school safety and the topic of fear of school attackers.

President Burns thanked all for attending. Handouts can be found online at the NYSSBA website and members were encouraged to share handouts provided at the convention.

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

**Facilities:** Ms. d'Albertis reported that the committee received a full report on the recent asbestos removal. Mr. Tieder also outlined the removal process for the committee. The committee was briefed on the Utica National School Safety Excellence Award which led to a discussion on best practices and the district's insurance coverage. A list of 2014-15 projects will be drawn up which will outline future facilities needs and concerns. Building Condition Surveys, as well as infrastructure for new technology, will be reviewed at their next meeting.

**Personnel:** Ms. Lyons reported that the committee met to discuss preparations for the upcoming RTA contract negotiations. They continued discussions on current hiring practices and considered different advertising options. While the District receives a sufficient number of applicants, the main concern is that there doesn't appear to be much diversity. To broaden the range of applicants, the committee will explore the possibility of posting to universities and colleges not currently included in the BOCES list

**Communications:** Ms. Schulkind reported that November 19<sup>th</sup> was set as the date for Coffee with the Board. In this informal setting, the Board will be available to meet and listen to parents and the community members regarding issues of concern.

The Board discussed the draft of the revised FAQ document. Board suggestions were made to change the wording in some areas to align with District policy. Also making a distinction between confidentiality and anonymity might be helpful. A general statement at the beginning of the document encouraging communication between teachers and parents or communication in general, might be helpful in consistently referring back to the Board's mission statement.

## **5.0 Comments**

### **5.1 Good News**

Mr. Phelan commented on the great post season for the Fall sports teams and President Burns noted it was nice to see the community turnout for a number of the events and the value of varsity sports as a community activity.

### **5.2 Old Business**

None

### **5.3 Public Comment**

None

### **5.4 Other**

None

## **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 Treasurer's Reports (General Fund – September 2013; Extra Classroom Fund, September 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 mini-grant donations from the Rhinebeck PTSO in the total amount of \$17,263.23, as stipulated. (See attached.)\*

**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 accept a grant award from the Rhinebeck Science Foundation in the amount of \$940, in support of the implementation of the "Fun

With Energy” grant at Chancellor Livingston Elementary School in the amount of \$600, as submitted by Ms. Sarah Seyfarth, Grade 3 Teacher, and “Citizen Science” grant at Bulkeley Middle School in the amount of \$340, as submitted by Ms. Kristin Koegel, Grade 8 Science Teacher, as stipulated.

**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 a leave request under the Family and Medical Leave Act from Jennifer Famiglietti, to commence on or about March 5, 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.\*

**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 recommendation of Jennifer McCracken to conduct Selection Classification fitness testing for the 2013-14 winter sports season.\*

**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 additional advisors for Bulkeley Middle School for the 2013-14 school year, effective November 13, 2013. (See attached list.)\*

**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 revised 2013-14 school tax bills, refunding a total of \$1,853.34 in reduction adjustments, and to make the appropriate refund to the property owner, if required. (See attached.)\*

**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, the Board voted to approve the 2013-14 Superintendent’s Administrative Goals.\*

**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 personnel 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**
- 6.10 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve an extension of the appointment of Jill Simmons as a long-term substitute in the position of Elementary Teacher at Chancellor Livingston Elementary School, having commenced September 1, 2013, for the duration of the 2013-14 school year, at the pleasure of the Board, at the salary of Step 1 MA+09 (\$52,740), 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**
- 6.11 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve additional Mentors for the 2013-14 school year. (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 the three year probationary appointment of David Jutton to the position of Physical Education teacher, assigned to Rhinebeck High School, effective November 13, 2013, in the tenure area of Physical Education, at a salary of MA Step 3+3 (\$60,625), 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**
- 6.13 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the selection of Chemistry: A Molecular Approach (3<sup>rd</sup> edition) (Tro, 2014), Prentice-Hall as the textbook for the Advanced Placement Chemistry course.\*  
**VOTE: 7 AYE (Burns, Fleischhauer, Kantaros, Rosenthal, Lyons, d'Albertis, Schulkind); 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 a leave request under the Family and Medical Leave Act from Paula Martin, effective September 20, 2013 through January

19, 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.\*

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

**MOTION CARRIED**

- 6.15 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the appointment of Anita Thompson as a long-term substitute in the position of Teaching Assistant at Chancellor Livingston Elementary School, effective September 20, 2013 through January 19, 2014, at the pleasure of the Board, at the salary of \$127.89 per diem (50% of Step 1 BA, \$51,155), in accordance with the 2013-14 RTA Salary Schedule. This appointment is to fill the vacancy created by the leave of absence granted to Paula Martin, Teacher Aide 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**

- 6.16 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve the appointment of Rena Genter as Extraclassroom Central Treasurer for the 2013-14 school year at a stipend of \$2,500, pro-rated effective November 13, 2013.

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

**MOTION CARRIED**

- 6.17 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve additional coaches/advisors for the 2013-14 school year, in accordance with the 2013-14 RTA salary schedule:

<b>Boys Swimming</b>	<b>Varsity</b>	<b>Heather Crowley</b>	<b>\$4,381</b>
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**VOTE: 7 AYE (Burns, Fleischhauer, Kantaros, Rosenthal, Lyons, d'Albertis, Schulkind); 0 NAY; 0 ABSTAIN; 0 ABSENT**

**MOTION CARRIED**

**7.0 Proposed Executive Session**

There were no matters before the Board requiring an Executive Session.

**8.0 Adjournment**

**MOTION** Fleischhauer, seconded by Rosenthal, the Board voted to adjourn at 9:50 pm.

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

**MOTION CARRIED**

Respectfully submitted,  
Donna Ellis  
District Clerk