

RHINEBECK CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION  
May 8, 2018  
Public Hearing on the Proposed Budget for the 2018-19 School Year  
Regular Meeting

**MEMBERS PRESENT:**

**DEIRDRE d'ALBERTIS  
MARK FLEISCHHAUER  
DIANE LYONS  
LIZ RAUM  
JACLYN SAVOLAINEN  
LAURA SCHULKIND**

**MEMBER ABSENT:**

**STEVE JENKINS**

**OTHERS PRESENT:**

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

**PUBLIC HEARING ON THE PROPOSED BUDGET FOR THE 2017-18 SCHOOL YEAR**

President d'Albertis opened the hearing on the proposed budget at 7:01 pm in the BMS/RHS Library.

Superintendent Phelan referred everyone to the handouts for the budget. He read the two propositions, one for the budget vote and the other for board members.

Tom Burnell reviewed the overall budget proposal and the budget newsletter. He pointed out the document compares last year to this year. It is in a state format that is required. Tom explained the requirements for the budget passing and what happens if the budget doesn't pass. He discussed the three part Budget Summary which included the Administrative, Program and Capital Budget. The \$77,830 finance amount in the Administrative Budget is for the new payroll/accounting software that the District needs to replace. The \$200,725 in the Capital Budget is for debt service. This is the start of putting in monies to pay for our capital project that will begin this summer. The full implementation will be over three years. This will start to ease in the debt service that will be upon us instead of doing all in one year. The overall change in the budget is an increase of 2.41%. The STAR exemption is \$632. Tom went over the estimated revenues for the coming school year. Our current fund balance is \$950,000, we have been reducing it \$100,000 every year to help lessen the use of our fund balance. State Aid is only 11% of our budget.

Superintendent Phelan reviewed briefly the voter qualifications. He reminded everyone that the budget process started back in December of 2017 and has continued through April.

Board President opened the hearing up to public comment.

Terri Kupiec, teacher stated she hadn't received her Budget Newsletter. Superintendent stated she should have one in her school mailbox and should receive one in her home mailbox by tomorrow.

**REGULAR MEETING**

**1.0 Call to Order**

President d'Albertis called the meeting to order at 7:29 pm.

RHINEBECK CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION

May 8, 2018

Public Hearing on the Proposed Budget for the 2018-19 School Year

Regular Meeting

**2.0 Approval of Minutes**

**2.1 Motion** by Fleischhauer, seconded by Schulkind, to approve the minutes of the April 24, 2018 Regular Meeting\*

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Jenkins, Lyons, Schulkind, Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Raum)**

**MOTION CARRIED**

**3.0 Public Comment**

Victor Britton, teacher, VP RTA, wanted to recognize all his colleagues for coming to the Board meeting tonight. He is hopeful there is new legislation in NYS regarding APPR. He received a call from Senator Serino today that supports it. He also addressed class sizes and waivers for the new school year. He doesn't want to see major changes for the new school year. He asked in the future to please balance changes, so that it equally favors all the students. There are students with lots of parent involvement for AP and Honor courses, the legislated programs for students of disabilities, then the group of students that fall in the middle without representation. He was hopeful the analytic tool, Forecast5 would give some creative options for negotiations. He stated that the teachers are not negotiators, they are here for the kids. He would like to have a good contract to keep and retain great staff for the children.

Nancy Ebel, teacher for 32 years, states she feels blessed for being hired to work at RCSD. She said the atmosphere is mutually respectful, supportive and makes her feel honored. The staff has been wonderful to work with. She spoke about how middle school students are unique and can't be considered short high school students. She has respect for the difficulty of what the board does to create a budget. She also stated how being without a contract can cause anxiety to leach into the classroom.

Terri Kupiec, teacher, wanted to thank the board. RCSD has a great reputation. She is blessed to live and work in this district. She wanted to thank her colleagues for getting her kids through this school.

**4.0 Reports and Discussion**

President d'Albertis wanted to share a few thoughts. She wanted to acknowledge today is National Teacher Appreciation Day. She wanted to express their appreciation for the teachers. On behalf of the Board of Education, she wanted to thank the teachers for their committed presence at so many meetings, during the long deliberations attendant upon the 2018-19 budget process, as well as for their advocacy on behalf of students and progress in the district. We wish publicly to affirm our appreciation for the teachers dedicated efforts to meet the challenges of educating each and every young person in the Rhinebeck schools with professionalism, with optimism and with compassion. All of these things. We want to thank members of the RTA for engaging in good faith with the board and working through what has become a protracted process of contract negotiations. As many, but perhaps not all of you know, this process does follow a clear progression as dictated by law and by guidelines established by the NYS Public Employment Relations Board (PERB), for ongoing negotiations when contracts are not resolved quickly. As in past negotiations the Board of Education personnel committee, the Superintendent, the

RHINEBECK CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION

May 8, 2018

Public Hearing on the Proposed Budget for the 2018-19 School Year

Regular Meeting

Assistant Superintendent and RTA leadership have met over quite a long period of time now beginning informally with six meetings between March and May of last year. Formal negotiations began in the summer of 2017 over the course of three meetings. Then as mandated by PERB when formal negotiations do not result in agreement the process of mediation begins. That began in this case for us in September 2017 extending into the late winter, early spring 2018 where we are now. So we are currently in a stage of collective bargaining, which is called fact finding. That will commence this month and we are hopeful partners in working with you toward an equitable, and a mutually agreeably resolution of this cycle of contract negotiation with the RTA while remaining mindful of fiscally sound, long range planning, the kinds of things we have been talking about in these meetings for the last several months on behalf of the district. We very much want to express our hopefulness and our optimism in working together with RTA through the next stage of the process.

**4.1     Board Committee Reports (Comprehensive District Education Plan, Long-Range Planning, Finance)\***

Comprehensive District Education Committee: Laura Schulkind discussed the April 24<sup>th</sup> meeting. It was the last meeting for the year. They discussed the climate survey that was conducted. Each of the three buildings were able to review the findings. Yesterday there was going to be a school wide meeting. Dr. Davenport was going to review the growth mindset of the ELA 9<sup>th</sup> grade students. He was going to get feedback from the students. At Chancellor there was a lot of discussion about social and emotional security. They were going to redo the survey in the fall. There was very low participation on the part of the parents. Marvin brought a state update on ESSA using BOCES to develop modules to comply with ESSA guidelines. Superintendent Conference Days for 2018-19 school year will have something to do with social and emotion support for teachers and students. The District would like to create a common language for kids around respectful behavior, language and actions. She reviewed upcoming plans for Superintendent Conferences.

Long Range Planning Committee: Diane Lyons discussed the April 30<sup>th</sup> meeting. They discussed data that was created by Forecast5. Our class size and teacher/student ratio is below average and lowest in the county. Class selections early this year to help make decisions earlier. They discussed the Citizens Advisory Committee, they already had fifteen individuals that expressed an interest to be on committee.

Finance Committee: Mark Fleischhauer discussed the May 3<sup>rd</sup> meeting. They discussed two topics. They reviewed the document from BOCES, which is the Dutchess County Teacher Contract Analysis which compares the contracts of all the teacher associations' throughout the county. The second item was reviewing Forecast5. Tom Burnell created some sample charts. They are looking forward to using the analytic tool.

**4.2     Draft Summer 2018 Board Meeting Schedule\***

RHINEBECK CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION

May 8, 2018

Public Hearing on the Proposed Budget for the 2018-19 School Year

Regular Meeting

Superintendent Phelan reviewed the draft Board Meeting Schedule and asked the Board to let him know before the next meeting regarding summer meetings and summer workshop.

**4.3 New York State School Boards Association “School Board U Recognition Program” Awards\***

Superintendent Phelan NYS School Boards Association has a program titled School Board U Recognition Program designed to recognize extensive time and effort for school board members who strive to continually to expand their governance knowledge and skills. We are talking about professional development for board of education members. We know it is critically important for teachers and other members of our staff, Joe believes it is equally important for board of education members. There are four levels of achievement in this program, Board Achievement Award, Board Excellence Award, Board Mastery Award and Board Lifetime Achievement Award. Superintendent presented President d'Albertis and Board Trustee Mark Fleischhauer the third level award, Board Mastery Award of professional level of achievement.

**5.0 Comments**

**5.1 Good News**

President d'Albertis was blown away by the art exhibition at the Starr Library.

Mark Fleischhauer also said the “Seeds of Change” hanging on the fence by the town pool is really impressive. He encourages everyone to go see it.

Laura Schulkind is grateful to the arts faculty, and all the faculty, for supporting their kids and allowing them to express their voice.

**5.2 Old Business**

None.

**5.3 Public Comment**

Susan St. Clair, RTA president, teacher spoke to the appreciation for the teachers. She is hopeful for May 17<sup>th</sup>. Let's get things done.

**5.4 Other**

Superintendent Phelan asked the Board members to review the letter to Commissioner Eila regarding the process for reviewing and approving capital projects.

Laura Schulkind discussed the concern for Air BNB's in the village. The Village has been hearing from people that are positively inclined to Air BNB. There is a growing group of residents that are against Air BNB's in Rhinebeck for many reasons, there is no inventory of home. People are holding onto their homes and making them into Air BNB's. The houses are going to be filled with transient people that won't have students in RCSD. There is a meeting at the Starr Library

RHINEBECK CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION

May 8, 2018

Public Hearing on the Proposed Budget for the 2018-19 School Year

Regular Meeting

on Monday, May 14<sup>th</sup> to discuss the issues. Liz Raum went to the previous Air BNB meeting and she felt the attendees didn't care for her concern regarding the impact on RCSD. The Board discussed creating a statement for the next meeting.

**6.0 Action Items**

**6.1 Motion** by Fleischhauer, seconded by Schulkind 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 letter of resignation from Carrie Keegan from the position of Guidance Aide at Bulkeley Middle School, effective June 29, 2018.\*

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind,**

**Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

**6.2 Motion** by Fleischhauer, seconded by Schulkind upon the recommendation of the Superintendent of Schools to approve the list of Poll Inspectors and Chairperson (Laurie Bathrick-Keil, Betty Lou Bautz, Heather Cassano, Kathy Cassens, Shawna Cawley, Jen Hammoud, Rosemary Hanson, Dawn Harrington, Jane Hoffman, Linda Janow, Barbara Joyce, Maya Kaimal, Valerie Kilmer, Donna Mahoney, Sarane O'Connor, Susannah Renzi, Meg Todisco, Dan Wilde, Tami Zepnick-Holzhueter, Betsy Zubroff), with additions, and to give the District Clerk permission to fill additional positions as necessary.

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind,**

**Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

**6.3 Motion** by Fleischhauer, seconded by Schulkind upon the recommendation of the Superintendent of Schools to approve the Rhinebeck Crew Team overnight trip to the New York State Scholastic Rowing Association Championships in Saratoga, NY on May 11-13, 2018, at no additional unbudgeted cost to the school district.\*

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind,**

**Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

**6.4 Motion** by Fleischhauer, seconded by Schulkind upon the recommendation of the Superintendent of Schools to approve as a final reading the adoption of modifications to the following Board Policies:

#4526-Use of Computers by Staff and Students; #6670-Petty Cash/Petty Cash Accounts; #6740-Purchasing Procedures; #6800-Payroll Procedures; #6830-Expense Reimbursement – Staff; and #6900-Disposal of District Property.\*

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind,**

**Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

RHINEBECK CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION

May 8, 2018

Public Hearing on the Proposed Budget for the 2018-19 School Year

Regular Meeting

- 6.5 Motion** by Fleischhauer, seconded by Schulkind upon the recommendation of the Superintendent of Schools to approve a leave request under the Family and Medical Leave Act from Fawn Johnson, to commence on May 16, 2018, 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 medical leave through June 22, 2018.\*

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind,**

**Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

- 6.6 Motion** by Fleischhauer, seconded by Schulkind upon the recommendation of the Superintendent of Schools to approve the list of additional emergency conditional substitute teachers and substitute non-instructional staff for the 2017-18 school year.\*

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind,**

**Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

- 6.7 Motion** by Fleischhauer, seconded by Schulkind upon the recommendation of the Superintendent of Schools to approve the appointment of Jean Florio to score the 2018 Grade 4 NYS Science Assessments. (See attachment.)\*

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind,**

**Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

- 6.8 Motion** by Fleischhauer, seconded by Schulkind upon the recommendation of the Superintendent of Schools to approve the permanent Civil Service Appointment of Tracie Velie as Teacher Aide, effective May 21, 2018.

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind,**

**Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

- 6.9 \*\*\*\*\*TABLED\*\*\*\*\*Motion** upon the recommendation of the Superintendent of Schools to approve the appointment of Kim Appenauer to the position of Teacher Aide (7:35 am - 2:35 pm), effective April 18, 2018 through June 15, 2018, at her current rate of pay.\*

**Motion by Schulkind, seconded by Lyons, the Board voted to table Item #6.9.**

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind,**

**Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

- 6.10 Motion** by Fleischhauer, seconded by Schulkind upon the recommendation of the Superintendent of Schools to approve a modification to the leave request under the Family and Medical Leave Act from Kristen Secor, having commenced on February 23, 2018, with such leave to be taken as paid medical leave through the period of disability as certified by a physician in writing through June 8, 2018, to

RHINEBECK CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION

May 8, 2018

Public Hearing on the Proposed Budget for the 2018-19 School Year

Regular Meeting

the extent of her accrued sick leave and, thereafter, such leave to be taken as unpaid child care leave through June 20, 2018.\*

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind,**

**Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

- 6.11 Motion** by Fleischhauer, seconded by Schulkind upon the recommendation of the Superintendent of Schools to accept a donation from Karen S. Fisher to the CLS Vocal and General Music program, in the memory of George Holden, Class of 1943, in the total amount of \$50, as stipulated.\*

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind,**

**Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

- 6.12 +Motion** by Fleischhauer, seconded by Schulkind upon the recommendation of the Superintendent of Schools to approve Beth Heady as an overnight chaperone for the Rhinebeck Crew Team overnight trip to the New York State Scholastic Rowing Association Championships in Saratoga, NY on May 11-13, 2018.\*

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind,**

**Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

**7.0 Proposed Executive Session, If Necessary, Subject to Board Approval**

**Motion** by Fleischhauer, seconded by Schulkind, the Board voted to enter Executive Session to discuss employment history of a particular person at 8:16 pm.

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind, Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

**Motion** by Schulkind, seconded by Lyons, the Board voted for Mark Fleischhauer as clerk pro tempore.

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind, Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

**Motion** by Schulkind, seconded by Lyons, the Board voted to return to Regular session at 9:42 pm.

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind, Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

- 6.9 Motion** by Schulkind, seconded by Savolainen, upon the recommendation of the Superintendent of Schools to approve the appointment of Kim Appenauer to the position of Teacher Aide (7:35 am - 2:35 pm), effective April 18, 2018 through June 15, 2018, at her current rate of pay.\*

RHINEBECK CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION

May 8, 2018

Public Hearing on the Proposed Budget for the 2018-19 School Year

Regular Meeting

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind, Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)  
MOTION CARRIED**

**7.0 Adjournment**

**Motion** by Savolainen, seconded by Schulkind, the Board voted to adjourn at 9:43 pm.

**VOTE: 6 AYE (d'Albertis, Fleischhauer, Lyons, Raum, Schulkind, Savolainen); 0 NAY; 0 ABSTAIN; 1 ABSENT (Jenkins)**

**MOTION CARRIED**

Respectfully submitted,

Whitney Druker  
District Clerk

Mark Fleischhauer  
Clerk Pro Tempore