

**MEMBERS PRESENT:**

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

**OTHERS PRESENT:**

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

**1.0 Call to Order**

President Burns called the meeting to order at 7:29 pm.

**2.0 Approval of Minutes**

**2.1 Motion** by Fleischhauer, seconded by Rosenthal, the Board voted to approve the minutes of the November 12, 2013 Regular Meeting\*

Prior to the vote, Ms. Rosenthal offered the following correction: Item 6.17 Boys Varsity Swim Coach should read, "*Heather Crowley*". President Burns noted that the last sentence of Item 4.1, page 2, 3<sup>rd</sup> paragraph should read, "...a link that shows what data points *will be provided to InBloom by SED*".

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

**3.0 Public Comment**

None

**4.0 Reports and Discussion**

**4.1 Board of Education Obligations Under New York Law Sec. 1125\***

Mr. Phelan shared information regarding the section of Education Law that addresses school personnel, specifically Board of Education members, and the mandatory obligation for reporting child abuse in the educational setting. He pointed out the section that specifically addresses what is required and the penalties for not complying. He will provide clarification from legal counsel if the Board has any questions regarding the requirements.

**4.2 Potential Programs and Services\***

Mr. Phelan provided a brief overview of the 2014-15 Potential Programs and Services requests received from the District's administrators as the first formal step in the 2014-15 budget development process. Board members will have an opportunity to ask the

principals questions at the December 10<sup>th</sup> board meeting and over the next few months. Board members asked some initial questions and will continue to discuss in greater detail at future budget meetings.

Over the next few months changes and clarifications to the list will continue to be made as administrators fine tune their requests. “Must have” items are not on the list. But will be built into the first draft budget. Only optional items will appear on it. The requests are “placeholders” for services and programs that are seen as being desired and recommended in the foreseeable future to enhance the District’s programs and services.

President Burns noted that it’s very helpful to have this information early in the budget process.

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

**Finance Committee:** Dr. Kantaros reported that the Committee reviewed the DEHIC Trust Agreement and submitted it to the Board for approval. Ms. Rosenthal attended the recent Dutchess County School Board Association meeting at BOCES and presented an overview of DEHIC to the Committee. She included a review of the three health plans offered to participating districts. The Central Hudson lighting proposal also was reviewed and the Committee recommends approving the plan before the end of December 2013 for maximum financial benefit. Fund balance projections were discussed and will be reviewed in greater detail at the next Board meeting. Cafeteria sales, profits and expenditures for September were reviewed. The Committee noted there seems to be some progress this year, especially with the quality and fresh produce offered. The Committee will compare last year’s numbers against this year and discuss at the next Committee meeting. The new Point-of-Sale system should be in place by January. Long-term town growth projections were discussed and there was interest expressed in having discussions with the Town/Village on ways to attract more families into the district. President Burns noted that with the new Town Supervisor taking office in January it may provide an opportunity to meet with the new administration to open up discussions about some of the Committee’s ideas.

**Personnel Committee:** President Burns reported that the Committee has discussed staffing reconfigurations at CLS. Mr. Phelan provided an explanation of rules regarding preferred eligibility, seniority and tenure timelines. The Committee continued to discuss hiring practices. To clarify and to communicate expectations, Mr. Phelan will develop a regulation to accompany Board Policy 9240. President Burns noted that regulations are developed by the Superintendent and are administrative procedures that outline how a policy will be carried out. Regulations are not approved by the Board. In addition, the Committee discussed preparing for RTA contract negotiations and will discuss further in executive session this evening.

**Facilities Committee:** Ms. d’Albertis reported the Committee met with Mr. David Chernis, a representative of Lime Energy, a contractor for Central Hudson. Mr. Chernis presented a new lighting project offered by Lime Energy that would retrofit our external light fixtures and provide a cost savings to the district while significantly reducing the district’s carbon footprint.

The Building Condition Survey, last performed in 2010-11 school year, was reviewed and discussed with Mr. Tieder. Mr. Tieder noted specific areas of concern that would require repair or replacement costs in the near future; such as, the eventual roof replacement at RHS/BMS, window caulking at CLS, improving ventilation at BMS, and asbestos floor tile replacement. Mr. Tieder will provide a prioritized list of facilities concerns for the Committee to review. The Committee will continue to use the Building Condition Survey to focus on their goals of reducing the district's carbon footprint and prioritizing current and future facility needs.

A brief board discussion followed regarding the possibility of the Committee looking into grants that may be available for long-term capital projects and the possibility of creating a capital fund to prepare for such costly expenditures in the future. President Burns again noted that the Committee also supports the lighting project presented by Central Hudson.

## **5.0 Comments**

### **5.1 Good News**

Ms. Rosenthal mentioned that she was pleased with the Coffee with the Board sessions and looks forward to continuing the sessions this spring. President Burns noted that while initial turnout was small, the conversations were robust and thought the informal setting was a great method to open up discussion about various issues. She thanked the Communications Committee for spearheading the idea.

Ms. Schulkind praised the RSF Discovery Festival held over the weekend. She notes that it was well attended and the children were very excited and enthusiastic about the various science activities being held. There was great interaction between the presenters and the children in the community.

Mr. Phelan commented that the HS Gay Straight Alliance Club, partnered with the BMS Student Council, held a talent show and has heard positive buzz about the quality of the acts performed. It was also nice to note the positive collaboration between the two schools.

President Burns congratulated the Music Department and the music students who recently participated in the NYSSMA Area All-State Festival.

Ms. d'Albertis indicated that a great aspect of the District's sports program is that it allows all levels of athletes to celebrate their team accomplishments and provides opportunities, such as the sports banquets, for athletes to come together and learn from each other.

### **5.2 Old Business**

The Board asked for clarification on what data will be available should the district decide to withdraw from participation in Race To The Top and how the data that the State will continue to collect will reside on the data dashboard. Mr. Phelan indicated he would have to consult with Mr. Kreps to get clarification. Mr. Phelan referenced the memo received from the District's legal counsel that was included in the Board packet that indicates they are awaiting the signed vendor

contracts promised by SED so that data security and FERPA confidentiality protections may be verified as part of the agreements. President Burns is glad to see that legal counsel is focused on the issue and asked Mr. Phelan to keep the Board updated on any new developments.

**5.3 Public Comment**

None

**5.4 Other**

Dr. Kantaros initiated a discussion relating to Instructional Coaching based on a session attended by Ms. Schulkind at the NYSSBA convention.

The Board would like feedback from administrators on what they feel the potential would be for using Instructional Coaching in the district and how it might benefit our teachers. Mr. Phelan will need to have discussions with the administrative team and will provide requested feedback.

**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.\*

**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 adopt the following resolution consenting to the adoption of a revised Trust Agreement by the Board of Trustees of the Dutchess Educational Health Insurance Consortium:

**WHEREAS**, the Rhinebeck Central School District is a Participant in the Dutchess Educational Health Insurance Consortium (“DEHIC”); and

**WHEREAS**, the Board of Trustees of DEHIC has approved a revised Trust Agreement, to clarify certain provisions in the original Trust Agreement and ensure the continued effective operation of DEHIC.

**NOW, THEREFORE**, due deliberation having been given, **BE IT RESOLVED:**

1. That the Rhinebeck Central School District hereby agrees to the amendment of the DEHIC Trust Agreement, as proposed by DEHIC’s Board of Trustees; and
2. That the Board of Education President be and is hereby authorized to execute the attached Amended Trust Agreement, effective as of January 1, 2014, and

3. That a certified copy of this Resolution be prepared and sent, along with the executed Trust Agreement to DEHIC at the following address: Dutchess BOCES, 5 BOCES Road, Poughkeepsie, NY 12601, Attn: Mary Grunow.\*

**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 adopt the following resolution:

**WHEREAS**, the School District has received a proposal from Central Hudson Gas & Electric (“CHEG”) Corporation for participation the CHEG Commercial Energy Efficiency Program, using electrical contractor Lime Energy, a sole source provider, to retrofit the District’s outdoor wall packs and parking lot lighting fixtures at Rhinebeck High/Bulkeley Middle School and Chancellor Livingston Elementary School (the “School”); and

**WHEREAS**, the Board of Education wishes to accept this proposal and avail itself of the potential cost savings as a result of the retrofitting of the lighting fixtures at the School;

**THEREFORE, BE IT RESOLVED**, that the Board of Education hereby accepts such proposal for the retrofitting of the lighting fixtures at Rhinebeck High/ Bulkeley Middle School and Chancellor Livingston Elementary School, authorizes the **Board President** to execute the documents in connection with this program and directs the Purchasing Agent to order the necessary materials and equipment in order to enable the School District to install such materials and equipment to complete the retrofitting by June 30, 2014.

**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 create the full-time position of Math AIS teacher, assigned to the Chancellor Livingston Elementary School, which position is included in the budget for the 2013-2014 school year, effective December 9, 2013.

**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 acknowledge (1) the reassignment of Katherine Barpoulis from Grade 5 Teacher to Math AIS Teacher at the Chancellor Livingston Elementary School, effective December 9, 2013; and (2) that William Morrissey, currently serving as a Special Education Teacher, is being recalled from the Preferred Eligible List for the Elementary tenure area, to

the position of Elementary Teacher, effective December 9, 2013. Mr. Morrissey will assume the Grade 5 vacancy created by the reassignment of Ms. Barpoulis.\*

**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 Bill Carney as Head Basketball Chaperone for the 2013-14 Winter sports season, at a stipend of \$449, 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**

- 6.7 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 Basketball:</b>	<b>Modified</b>	<b>Steve Boucher</b>	<b>\$2,456</b>
<b>Girls Basketball:</b>	<b>Modified</b>	<b>Scott Stiverson</b>	<b>\$2,456</b>

**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 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**

- 6.9 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, 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 the revised 2013-14 school tax bills totaling \$766.22 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**

- 6.11 Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to accept a donation in the amount of

\$2,500 from Mr. Douglas Eitel, father of retiring teacher Linda Mortensen, as stipulated in the attached letter and memo.\*

**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 selection of Big Ideas Math: Green, (2014) Big Ideas Learning, LLC, Erie, PA, (distributed by Houghton Mifflin Harcourt) as the textbook for the Grade 6 Mathematics course.\*

**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 Shelter Agreement with the American Red Cross for use of the school facilities in the event of an emergency.\*

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

**MOTION CARRIED**

- 6.14** \*\*\*\*\*WITHDRAWN\*\*\*\*\***Motion** 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 2013-14 school year.

- 6.15** \*\*\*\*\* TABLED\*\*\*\*\* +**Motion** by Fleischhauer, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools to approve the appointment of Faith Kinne as a long-term substitute in the position of English Teacher at Rhinebeck High School, at the pleasure of the Board, effective on or about December 12, 2013 through June 26, 2014, at the salary of Step 1 BA (\$51,155, prorated), in accordance with the 2013-14 RTA Salary Schedule. This appointment is to fill the vacancy created by the leave of absence granted to Stephanie Baird, English Teacher at Rhinebeck High School.\*

**Motion** by Rosenthal, seconded by Lyons, the Board voted to TABLE Item 6.15 for discussion in Executive Session.

**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 Lisa Cole as a long-term substitute in the position of Social Worker at Bulkeley Middle School/Rhinebeck High School, at the pleasure of the Board, effective on or about December 3, 2013 through January 13, 2014, at the salary of Step 1 MA+30+30 (\$61,960, prorated), in accordance with the 2013-14 RTA Salary Schedule. This

appointment is to fill the vacancy created by the leave of absence granted to Megan Rodier, Social Worker at Bulkeley Middle School/Rhinebeck High School.\*

**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 establish the position of Director of Technology and Communication and to approve the appointment of Stephen Jensen to said tenure position, with a three (3) year probationary period, effective December 2, 2013, with an annual 12 month salary of \$118,000 prorated, including benefits as described in the Rhinebeck Administrators Association Agreement.

**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 move into executive session at 8:45 pm for the purpose of the discussion of the employment history of particular persons, employment history of a particular corporation and discussion of contract negotiations with Rhinebeck Teachers Association.

**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 appoint 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 10:12 pm.

**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 Schulkind, upon the recommendation of the Superintendent of Schools, the Board voted to approve the appointment of Faith Kinne as a long-term substitute in the position of English Teacher at Rhinebeck High School, at the pleasure of the Board, effective on or about December 12, 2013 through June 26, 2014, at the salary of Step 1 BA (\$51,155, prorated), in accordance with the 2013-14 RTA Salary Schedule. This appointment is to fill the vacancy created by the leave of absence granted to Stephanie Baird, English Teacher at Rhinebeck High School.\*

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

RHINEBECK CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION  
November 26, 2013  
Regular Meeting

**MOTION CARRIED**

**8.0 Adjournment**

**Motion** by Fleischhauer, seconded by Rosenthal, the Board voted to adjourn at 10:13 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

Joseph Phelan  
Clerk Pro Tempore