**MEMBERS PRESENT: DEIRDRE BURNS**

**PAUL SLAYTON**

**MARK FLEISCHHAUER**

**KAREN HATTER**

**LISA ROSENTHAL**

**DIANE KANTAROS**

**MEMBERS ABSENT: ELISSA CASCIO**

**PAUL SLAYTON**

**OTHERS PRESENT: JOSEPH PHELAN, TOM BURNELL, ED DAVENPORT, DIANE LYONS, BILL KEMBLE**

## Call to Order

President Burns called the meeting to order at 7:35 pm.

## 2.0 Approval of Minutes

**2.1 Motion** by Fleischhauer, seconded by Kantaros, the Board voted to approve the minutes of the June 12, 2012 Regular Meeting \*

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal);**

**0 NAY; 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**3.0 Public Comment**

None

# **Reports and Discussion**

* 1. **Board Goals - 2011-12 Review and 2012-13 Development\***

The Board engaged in a discussion about the appropriate subjects for Board goals, the approach to evaluating progress towards meeting the goals, and the goal setting process.

The Board explored the concept of setting separate goals for the District and the Board itself, with the rationale that the operational functions needed to reach some goals really rest with the administration, and this complicates the evaluation process since the Board members themselves may not have been involved in the work of accomplishing the goal. Goals set specifically for the Board would be easier to approach from a self-evaluation standpoint.

The Board briefly entertained the concept of using a single Board retreat to address both the Board meeting process and the goal-setting process but ruled that out with the observation that both concepts would require lengthy discussion and one meeting for each purpose would allow the necessary focus to achieve a more successful conclusion.

The discussion turned to the involvement of the Board committees in the goal-setting process. The need to clearly identify that the goals are directives set by the full Board, not just a committee, was expressed. It was also suggested that the Board develop broad goals, providing guidance for the building administrators, as has been done in the past, and which yielded such initiatives as Rhinebeck Respect, but with input from the committee that could identify specific items needed to accomplish the goals and that could then be reviewed to determine whether the efforts to reach those goals were successful or not.

* 1. **Board Committee Reports\***

**Finance:** Dr. Kantaros reported that the Committee met with Mr. Charlie Winters, a former school business official and currently a professor at SUNY-New Paltz, and reviewed the concept of zero-based budgeting. Mr. Winters explained various approaches to developing zero-based budgets with the caveat that looking at the budget line-by-line should be avoided as it can be unnecessarily time-consuming and possibly put people in a defensive mode. He advised a review to identify slack in resources and ways to improve efficiencies. The District is already using this approach in looking at transportation. Among Mr. Winters’ other recommendations: link strategy to desired results to improve efficiency in key areas; and link strategy to both resources and results to improve the alignment of employee efforts, resources and values.

Other elements for consideration in the budget development process that were discussed included: a one-time investment from fund balance to investigate an area of interest; measurement of student satisfaction with surveys, attendance records, and retention rates; consideration of larger class sizes in some areas to preserve smaller class sizes in others; and meeting with local realtors to discuss the attractiveness of the district to prospective new residents. The school lunch program was also discussed.

The Board members discussed the concept of using a zero-based budget approach and the budget development process in general.

Mr. Phelan noted that, given the financial situation of the past few years, the approach to building the budget has been to identify those items that could be cut in the short term to reach a specific budget target. The direction now being considered would be to identify what the District wants included in its offerings of programs and services and what items might be considered to be sacrificed to provide the resources for items that have been determined to be more valuable and/or desirable. That would be a programs-and-services discussion rather than a discussion about cutting to reach a target. The District does not have the resources to do zero-based budgeting for the whole budget, but it would be feasible to focus on one or two areas and, perhaps, accomplish an improvement in the program which could be significant.

**Facilities:** Mr. Fleischhauer reported that the Committee discussed various projects slated for the summer, including ramps to make areas at BMS/RHS accessible on a more permanent basis. The Committee looked at the plans for the sidewalk and paving project at CLS in some detail, and is recommending Option B as providing better safety for student walkers. Money is available for this project.

A brief discussion followed about the bullet grant from Senator Saland’s office. As expected, the grant money has been promised but a check has not been forthcoming yet from SED.

Further discussion followed about the contracting process for the CLS sidewalk project. Mr. Phelan noted that the architects have already contacted SED, so that should shorten the waiting time usually associated with the SED approval process.

**Curriculum:** President Burns reported that the Administrators met with the Committee. Mr. Zipp shared information about “Read and Write Gold” software for the Special Education Department that would provide support for improving ELA skills for all students across the District. The Committee reviewed the new report cards for CLS which will be available to the parents through School Tool. The Committee also discussed improving the transition from 8th to 9th Grade and the ongoing discussion of possible changes to increase local high school graduation requirements. Mr. Kreps discussed with the Committee the presentations to the Vertical Team regarding the K-12 technology audit, with a preference for the CELT proposal over the BOCES proposal. Mr. Kreps will be checking references and costing out the program.

President Burns clarified that the preference for CELT was based on its capability for performing a thorough evaluation that generates both quantitative and qualitative data. BOCES has provided great support in terms of technology integration, but conducting a comprehensive district-wide technology audit is an unfamiliar area for them.

A brief discussion followed about the expectations for the services requested in the K-12 tech audit. Mr. Phelan clarified that the District is looking into tech integration but is also looking into what is being taught about technology and its applications and whether it is the right component, approached in the best manner, and at the most developmentally appropriate time. Much has changed since technology was originally introduced and a review of what students currently are taught in each school may demonstrate whether or not curricular and/or instructional changes would more effectively and efficiently support student achievement. Feedback from the Technology Vertical Team indicated a strong preference for the use of an independent third-party that can tell us what the state of the art is in this area, whether or not we’re already there and, if not, what needs to be done to get there, after which the District can then set timelines and identify resources for updates and improvements.

President Burns added that it might be helpful for Mr. Kreps to provide the Board with the scope of the effort and review the language and the expectations. The expected implementation is not known yet.

The Committee recommends that when the 2012-13 Committee convenes, it should look at LEGO Robotics and Latin.

**Policy:** Mrs. Hatter reported that the Committee discussed the different policies referencing complaints and decided that they should remain separate for ease of use; complaints about curricula differ from complaints about staff. Keeping them separate makes it easier to see the relevant processes. The District already has the new state-required policy on Bullying and Harassment in place, although Mr. Phelan is tweaking it to bring it into full compliance with DASA. This will be incorporated into the Code of Conduct and should be in place for the opening of school in September. Each school must have a DASA compliance officer. For Rhinebeck, it is likely that this role will be fulfilled by the school building administrator. The Committee decided that, upon recommendation of the District’s auditor and Audit Committee, the District should adopt a reserve fund policy. Also, Policy 5305 has been discussed for hours. Some parent concerns expressed in the Fall have been addressed. Discussion continues about how to address extenuating circumstances and the structure of penalties, particularly for subsequent offenses. The current structure calls for a 5 month suspension from athletics for a second offense and this is considered by some as too harsh and counterproductive. The Committee did identify that the Football team should sign the Athletic Code despite the sport being a cooperative venture with Hyde Park. The Committee also sees a need for clarity on whether signing 5305 suffices for just the season or for the entire school year. The Committee is recommending that the incoming Policy Committee review these issues.

Discussion followed about the issues mentioned above, including the need for clarity about students signing a Board Policy. Also discussed was the idea of developing alternatives to suspension. A need for clarity was noted in terms of infractions that occur between seasons and whether penalties would then apply. The suggestion was made that statements of policy with respect to conduct and how the policy would apply be followed by concrete examples of how the policy would be applied.

The issue of the inclusion of tobacco in the list of prohibited substances was raised, with a question of the appropriateness of applying the same penalties to use of tobacco as to use of drugs and alcohol, given that it is not criminal for students to smoke tobacco, whereas it is criminal to use drugs and alcohol. Discussion followed about the appropriateness of sanctioning the use of tobacco as a substance with serious health consequences including death.

It was determined that the incoming Policy committee should work on these issues over the summer.

## 5.0 Comments

5.1 Good News

Mr. Phelan commented on how appropriate and uplifting the recent Class of 2012 Graduation ceremony was and thanked Dr. Davenport and his staff. Dr. Davenport characterized the proceedings as a team effort and noted it was great to leave on such a positive note.

### 5.2 Old Business

Mr. Phelan reported that, per the discussion at the previous Board meeting, he and the administrators had met with Sgt. Pete Dunn and discussed the needs that could be addressed by a school resource officer. Sgt. Dunn sent a draft contract which provides for 8 to 10 hours a week, similar to the program in Red Hook. The transportation rate came in lower than was budgeted for, so the District is at or close to the amount of money needed to support the Resource Officer program. The draft contract will likely be brought to the first Board meeting in July.

### 5.3 Public Comment

None

### 5.4 Other

President Burns reminded her colleagues that they would be voting on Board leadership at the Organizational Meeting on July 10 and asked them to discuss and communicate their thoughts about leadership. She will send out an e-mail reminder about committee service, create a grid, and see what positions could be filled and which would remain open. She asked that her colleagues communicate to her the three choices for committee positions that they would like to fill and reminded everyone that, in addition to the standing committees, there is also a need for a Board representative on the Rhinebeck Collaboration, the CDEP committee, and as an Executive Committee member for the DCSBA.

A brief discussion followed in response to a question to President Burns about her wishes with respect to continuing as Board President. President Burns responded that she would be happy to continue if it is the will of the Board, and she hoped for open communication with everyone’s opinions heard and respected.

## 6.0 Action Items

### 6.1 Motion by Fleischhauer, seconded by Kantaros, upon the recommendation of the Superintendent of Schools, the Board voted to approve the following consent items:

* + 1. **Motion** upon the recommendation of the Superintendent of Schools to approve the CSE and CPSE recommendations.\*
    2. **Motion** upon the recommendation of the Superintendent of Schools to approve the Treasurer’s Report (General Fund, May 2012).\*
    3. **Motion** upon the recommendation of the Superintendent of Schools to approve additional requests for Summer Study Grants – 2012, in accordance with the Rhinebeck Teachers Association Agreement.\*

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal);**

**0 NAY; 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**6.2 Motion** by Fleischhauer, seconded by Kantaros, upon the recommendation of the Superintendent of Schools, the Board voted to approve the 2012-13 course enrollment waivers. (See attached.)\*

Prior to the vote, the Board members briefly discussed with Mr. Phelan and Dr. Davenport several points of information about a few of the courses, including how students may be evaluating course selection, scheduled curriculum re-vamping, and the impact of recent additions to the course offerings.

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal);**

**0 NAY; 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**6.3 Motion** by Fleischhauer, seconded by Kantaros, upon the recommendation of the Superintendent of Schools, the Board voted to approve asa first reading and consideration of modifications to Board Policy No. 5305 – Eligibility for Extracurricular Activities.\*

**VOTE: 4 AYE (Fleischhauer, Hatter, Kantaros, Rosenthal); 0 NAY;**

**1 ABSTAIN (Burns); 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

President Burns noticed that the videocamera was no longer recording and called for a Motion for a brief recess to re-start the recording.

**Motion** by Fleischhauer, seconded by Kantaros, the Board voted to take a brief recess at 9:15 pm to re-start the videocamera.

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal); 0 NAY;**

**0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

President Burns recalled the meeting to order at 9:20 pm.

**6.4 Motion** by Kantaros, seconded by Rosenthal, upon the recommendation of the Superintendent of Schools, the Board voted to approve additional Summer 2012 curriculum, clerical, CSE service and administrative work. (See attached.)\*

**VOTE: 4 AYE (Burns, Hatter, Kantaros, Rosenthal); 0 NAY;**

**1 ABSTAIN (Fleischhauer); 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**6.5 Motion** by Fleischhauer, seconded by Hatter, upon the recommendation of the Superintendent of Schools, the Board voted to adopt the following resolution:

**WHEREAS** the Board of Education, for reasons of economy and efficiency, has determined that it is appropriate to abolish certain pedagogical positions in the District;

**THEREFORE BE IT RESOLVED**, that the Board of Education hereby abolishes the following positions, effective the close of business on June 30, 2012:

1. FTE Elementary classroom teaching position;

0.2 FTE Latin teaching position;

0.2 FTE Spanish teaching position; and

0.6 FTE Spanish teaching position.

**BE IT FURTHER RESOLVED**, that the Board Clerk is hereby directed to provide written notice to those employees whose positions are hereby abolished, as set forth in the Memoranda to the Board from the Superintendent of Schools, dated June 5, 13, and 22, 2012, as presented at this meeting, in accordance with the provisions of Section 3013 of the Education Law, Part 30 of the Regents Rules of the termination of their employment effective close of business of June 30, 2012.

Prior to the vote, the Board members and Mr. Phelan briefly discussed the analysis underlying the recommended actions regarding these positions. Concern was expressed for the loss of the Latin program. The decline in student interest for that program which has extended over several past years, and which formed the basis for the decision originally to phase out the program, was reviewed. Expressions of interest by members of the community for introducing Mandarin or Arabic was mentioned. Support was expressed for exploring in the Curriculum Committee whether a program based on a 2-year cycle might be possible given sufficient student interest.

**VOTE: 4 AYE (Burns, Fleischhauer, Hatter, Rosenthal); 1 NAY (Kantaros); 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**6.6 Motion** by Fleischhauer, seconded by Kantaros, the Board voted to approve the 2011-2012 Superintendent’s Annual Performance Evaluation.

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal);**

**0 NAY; 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**6.7 Motion** by Fleischhauer, seconded by Kantaros, the Board voted to approve modifications to the Superintendent’s terms and conditions of employment, effective July 1, 2012.\*

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal);**

**0 NAY; 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**6.8 Motion** by Fleischhauer, seconded by Kantaros, upon the recommendation of the Superintendent of Schools, the Board voted to adopt the following resolution:

**WHEREAS** the Board of Education awarded transportation contracts on January 14, 2005for Special transportation to DeFile Transportation, Inc., extended through August 31, 2012, and

**WHEREAS** the District and the Contractor, DeFile Transportation, Inc. mutually agree to extend the contract for the 2012-13 school year, adjusted 1.8% as per the May consumer price index as per State Education Department transportation contract regulations.

Description 2011-12 Rate 2012-13 Rate

Van $150.22 $152.92

**BE IT RESOLVED** that, upon the recommendation of the Superintendent of Schools, the Board of Education extend the contract with DeFile Transportation, Inc. for Special transportation for the 2012-13 school year, and that the President of the Board of Education be authorized to execute this extension contract when it is drawn up.\*

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal);**

**0 NAY; 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**6.9** **Motion** by Fleischhauer, seconded by Kantaros, upon the recommendation of the Superintendent of Schools, the Board vote to adopt the following resolution:

**WHEREAS** the Board of Education awarded transportation contracts on March 22, 2005for Home-to-School transportation to Durham School Services, LP, extended through August 31, 2012, and

**WHEREAS** the District and the Contractor, Durham School Services, LP, mutually agree to extend the contract for the 2012-13 school year, adjusted 1.8% as per the May consumer price index as per State Education Department transportation contract regulations.

Description 2011-12 Rates 2012-13 Rates

28/30 Passenger Bus $289.38 $294.59

66 Passenger Bus $297.59 $302.95

**BE IT RESOLVED** that, upon the recommendation of the Superintendent of Schools, the Board of Education extend the contract with Durham School Services, LP for Home-To-School transportation as per the attached proposal, and that the President of the Board of Education be authorized to execute these extension contracts when they are drawn up.\*

Prior to the vote, the Board members briefly discussed the current review of bus routes, and future plans regarding transportation in the District, particularly the possibility of rebidding one or more of the District’s transportation contracts and the pros and cons, particularly financial, of doing so in light of the District’s overall satisfaction with the current arrangements.

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal);**

**0 NAY; 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**6.10 Motion** by Fleischhauer, seconded by Kantaros, upon the recommendation of the Superintendent of Schools, the Board voted to create the position of 1.0 FTE Spanish teacher, a probationary position, to be assigned to the Rhinebeck High School and Bulkeley Middle School, thus increasing the secondary Spanish staff from 1.8 FTE to 2.0 FTE.

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal);**

**0 NAY; 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**6.11 Motion** by Fleischhauer, seconded by Kantaros, upon the recommendation of the Superintendent of Schools, the Board voted to approvethe appointment of Brian McDonald to the position of .8 FTE Technology teacher, assigned to the Bulkeley Middle School, effective September 1, 2012, at a salary of BS Step 1 ($49,900, $39,920 prorated ), in accordance with the RTA Salary Schedule for 2010-2011.\*

Prior to the vote, Mr. Phelan clarified that, as with all part-time appointments, Mr. McDonald would be serving at the pleasure of the Board.

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal);**

**0 NAY; 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**6.12 Motion** by Fleischhauer, seconded by Kantaros, upon the recommendation of the Superintendent of Schools, the Board voted to approvethe three-year probationary appointment of Jenna Peters to the 1.0 FTE position of Elementary teacher, assigned to the Chancellor Livingston Elementary School, effective September 1, 2012, in the tenure area of Elementary, at a salary of MA Step 1($55,151), in accordance with the RTA Salary Schedule for 2010-2011.\*

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal);**

**0 NAY; 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**6.13 Motion** by Fleischhauer, seconded by Kantaros, upon the recommendation of the Superintendent of Schools, the Board voted to approvethe Fall coaching staff for the 2011-12 school year:

**Soccer: Boys Varsity Justin Wiesenthal $4,381**

##### Boys JV Henry Frischknecht $2,736

**Boys Modified TBA $2,231**

**Girls Varsity Matt Grande $4,381**

**Girls JV Marc Burg $2,736**

**Girls Modified Dan Lavazzo $2,231**

**Volleyball: Varsity Allie Ferrati $3,491**

##### JV TBA $2,482

**Modified TBA $2,231**

**Cross Country: ~~Girls~~ Boys Varsity Jason Grady $3,354**

**Girls Varsity Stephanie Baird $3,354**

**Modified Jen McCracken $2,135**

**Golf: Varsity Ted Salter $2,722**

**Field Hockey: Varsity Bobbie Bie $4,381**

**JV TBA $2,547**

**Modified TBA $2,079**

**Swimming: Girls Varsity TBA $4,381\***

Prior to the vote, Mr. Phelan corrected the typo indicating that Mr. Grady was appointed as coach for the Boys, not Girls, Cross Country team.

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal);**

**0 NAY; 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**6.14 Motion** by Fleischhauer, seconded by Kantaros, upon the recommendation of the Superintendent of Schools, the Board voted to approve the appointment of department chairs and advisors for Rhinebeck High School the 2012-13 school year. (See attached list.)\*

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal);**

**0 NAY; 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**6.15** **Motion** by Fleischhauer, seconded by Kantaros, upon the recommendation of the Superintendent of Schools, the Board voted to approve the following resolution:

**BE IT RESOLVED,** that the Board hereby appoints Lana Flame

from its approved list of individuals who may serve as an Impartial Hearing Officer for the purpose of conducting a special education impartial hearing involving Student No.17077.

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal);**

**0 NAY; 0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

## 7.0 Executive Session

**Motion** by Fleischhauer, seconded by Kantaros, the Board voted to move into executive session at 9:50 pm for the purpose of discussion of the discussion of collective negotiations with the Rhinebeck Teachers Association pursuant to Article 14 of the Civil Service Law.

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal); 0 NAY;**

**0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**Motion** by Fleischhauer, seconded by Kantaros, the Board voted to return to Regular Session at 10:57 pm.

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal); 0 NAY;**

**0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**Motion** by Fleischhauer, seconded by Kantaros, the Board voted to appoint Joseph Phelan as Clerk Pro Tempore.

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal); 0 NAY;**

**0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

**8.0 Adjournment**

**Motion** by Fleischhauer, seconded by Kantaros, the Board voted to adjourn at 10:58 pm.

**VOTE: 5 AYE (Burns, Fleischhauer, Hatter, Kantaros, Rosenthal); 0 NAY;**

**0 ABSTAIN; 2 ABSENT (Cascio, Slayton)**

**MOTION CARRIED**

Respectfully submitted,

Margaret Todisco

District Clerk

Joseph Phelan

Clerk Pro Tempore