CORE VALUES

We Believe:

* That all children can learn.
* In educating the whole child so he/she can meet the District's Standards.
* In focusing on student achievement.
* In providing a comprehensive and enriched curriculum for all students reflecting the needs and available resources of the community.
* That the combined commitment of the Board of Education, staff, families, students, and community is the key to educational success.

MISSION STATEMENT

Preparing successful contributing citizens of the world through school, family and community partnerships, while addressing the diverse needs of all students.
CALL TO ORDER

The Regular Meeting of the South Colonie Board of Education was called to order by Board President, Ms. Gigliello at 7:00 pm.

1. ROLL CALL

Members Present:
Stephanie Cogan          Michael Keane          Edward Sim
Rose Gigliello           David Kiehle          James T. Ryan
Neil Johannings          

Members Excused:
Brian Casey              Colleen Gizzi

Also Present:
David Perry, Superintendent of Schools
Tim Backus, Assistant Superintendent for Instruction
Sherri Fisher, Assistant Superintendent for Management Services & Strategic Planning
Christopher Robilotti, Assistant Superintendent of Human Resources & Safe Schools
Amber Flanders, District Clerk
Greg Bearup, Supervisor of STEAM Programming

2. PLEDGE TO THE FLAG

Board President, Ms. Gigliello led the pledge to the flag.

3. APPROVAL OF MINUTES

A motion was made by Mr. Ryan and seconded by Mr. Sim, that the minutes of the Regular Meeting of September 8, 2020 be approved.

7 Yes 0 No 0 Abstain  Vote Carried: 7 – 0 – 0

4. NEW BUSINESS

Ms. Gigliello wanted to thank IT for all of the hard work and for doing a great job. She also wanted to give a shout out to iCare for all that they have done and continue to do. And lastly, a big thank you to Dr. Perry who began as Superintendent shortly before the pandemic and who has continued to go above and beyond and give 100% to everything he does.

Mr. Ryan wanted to recognize and give a big thanks to the custodial staff, food service workers, and transportation department who have all worked tirelessly to have a successful school opening and have done an outstanding job. He also wanted to let the board know that he had
received a letter from the Town of Colonie stating that Verizon would like to put up a tower at the end of Hackett and Sand Creek, which appears to be located on our property. This will be discussed at the Facilities meeting on September 24th and there will be a public hearing on October 1st.

Mr. Johanning stated that Ms. Fisher had sent a beautiful explanation regarding the budget and asked her to shed a little light. The projected impact on the loss of aid for a 20% loss of Foundation Aid equals $3.27 million dollars and a 20% in total aid will equal $5.2 million dollars. The District is hoping for the best but will continue to be prepared and plan for cuts. Mr. Johanning also requested a news blurb on voter registration, as the deadline is near.

Mr. Keane wanted to give a shout out to the kids. It has been a great start back to school so far and he feels that parents have been supportive and encouraging, which is great to see. He is excited to drive to the school and see sports going on!

5. OLD BUSINESS

Mr. Johanning wanted to give thanks to the communications team for the plugs on the 2020 Census. The deadline for submitting the 2020 Census is Wednesday, September 30th.

Ms. Cogan asked for an update on the staff directory. Dr. Perry stated that he would get back to her on that.

Mr. Ryan spoke regarding the Zoom Meeting with the residents on Kings Court. The District created a temporary pathway and turnaround for the buses to access Shaker Road Elementary from the Miracle Lane/Kings Court roads. Dr. Perry, Mr. Dollard, Mr. Sim, Mr. Webster, and Mr. Tunny listened to the residents’ concerns and will continue to listen and address any concerns that come up. All seems to be working well at this time.

6. COMMUNICATIONS

A. Requests to Speak:

1. Marla Massaconi wanted to express appreciation for all of the hard work and sacrifice by the teachers and all staff in the District. Dr. Perry thanked her for her comment.

2. Jill Haskell wanted to thank the staff, teachers, and administration for working together to make the first week feel safe and welcoming. Dr. Perry thanked her for her comment.

3. Jessica Moran feels the Virtual Academy is significantly understaffed. Dr. Perry spoke about the Virtual Academy and stated that we have hired new teachers and now have 2 teachers and 2 teaching assistants for each grade at the K-6 level. This should help significantly.
4. Jessica Clark asked that with subjects being scaled back in the Virtual Academy, how will the students be on the same learning page with the in-person students come February. Dr. Perry stated that the content is the same for Virtual Academy students and in-person students.

5. Emiley Purvis requested an update on music programming for 5th grade. Dr. Perry stated that we will be pushing out general music content at the K-6 level, both in-person and virtual.

6. Holly Jennings-Smith inquired why remote high school students were being told they have to log in at 2:30 to take their math exam, if one is being given that day. Dr. Perry stated that he had reached out to the high school for more information prior to the meeting and that we do expect that students may be permitted to take exams during the day when they are free or after hours. For questions regarding testing and exams, parents and students should reach out to the class teacher.

7. Aimee Hunsaker inquired as to how Virtual Academy teachers are expected to be able to maintain working with so many students and have time for lesson planning and grading. Dr. Perry stated that Virtual Academy teachers will have the same amount of planning and prep time as the in-person teachers. The District will continue to evaluate the Virtual Academy staff.

8. Robert Wrobel asked that with state aid being released, what are the Virtual Academy spending priorities. Dr. Perry stated that we have received state aid at a delayed capacity and that the priorities are the same at all levels, both virtual and in-person. Our goal is to provide a quality program for all students. We have added additional staffing to the Virtual Academy and will continue to monitor going forward. Mr. Wrobel also inquired about the plan for specials and when this will be communicated to parents. Dr. Perry stated that special area content would be pushed out starting today.

9. Jessica Carpenter expressed her frustrations about the amount of students being sent for COVID testing. Dr. Perry stated that we understand the frustrations. However, the District must comply with the Albany County Department of Health guidelines. If a staff member or student is experiencing any COVID-19 symptoms, they must be sent home. They cannot return until they have a negative COVID test and a note from their medical provider clearing them to return. If the staff member or student is not tested for COVID, they cannot return to school until it has been 10 days since onset of symptoms AND 3 days since last fever without the use of fever-reducing medication AND documentation of a completed evaluation by a health care professional.
10. Jen Houlihan expressed heartfelt gratitude to all South Colonie Educators for giving it their all. Dr. Perry thanked her for her comment.

11. Jen Houlihan requested an update on the steps taken to address large class sizes and lacking instructional time in the Virtual Academy. Dr. Perry again stated that we have hired additional staffing for the Virtual Academy and we now have 2 teachers and 2 teaching assistants for each grade level, K-6. The District will continue to explore options to improve the Virtual Academy.

7. BOARD COMMITTEE REPORTS & ACTION ITEMS
Board Committees have met since the last Board of Education meeting. Chairpersons will make recommendations to the full Board, and/or seek clarification on issues. Board members who are liaisons to District-wide committees will also report at this time.

A. Policy Committee

Single Reading & Approval

Policy 4112 – Teacher and Pupil Day

On behalf of the Policy Committee, upon the motion made by Committee Chair/Member Neil Johanning, recommendation that the revisions made to the above stated Policy (4112) be approved as presented.

7 Yes 0 No 0 Abstain

Vote Carried: 7 - 0 - 0

B. Athletics/Graduation Hall of Fame

Mr. Kiehle and Mr. Keane, Committee Co-Chairs, provided a report on the Athletics/Graduation Hall of Fame Committee meeting that was held on September 8, 2020.

C. District Communications

David Perry, Superintendent, provided a report on the District Communications Committee meeting that was held on September 15, 2020.

8. REPORTS FOR INFORMATION AND STUDY

A. Summer School Reports

Brian Scalzo reported on the Summer School program for Grade 5-12 Instruction. Jill Penn reported on the 2020 Summer School program for Special Education. The reports included staff and administrator recommendations.

B. Summer Curriculum Report
Mr. Backus, Assistant Superintendent for Instruction, reviewed curriculum work funded for completion during the 2020-2021 school year.

C. **School Opening Report**

Mr. Backus, Assistant Superintendent for Instruction, provided a report regarding the opening of school

9. **REPORTS AND RECOMMENDATIONS FOR ACTION**

The Superintendent recommends approval of the following:

A. **Committee on Special Education**

Placements as indicated on the attached sheets.

B. **In-Service Courses**

Approval of in-service courses as per attached list. Interested staff may register for courses on PD Express.

C. **Agreement**

1. Approval with Visual I’s, 950 West Duane Lake Road, Duanesburg, NY 12056 and South Colonie Central School District to provide Teacher of Visually Impaired (TVI) services. The rate is set at $125.00 per 60 minutes session/consult/meeting or $62.50 per 30 minutes session/consult/meeting for the 2020-2021 school year.

D. **Contract**

1. Approval of a contract with CDPHP Universal Benefits, Inc. (CDPHP), 500 Patroon Creek Boulevard, Albany, New York 12206-1057 for the period July 1, 2020 through June 30, 2021, as per the attached contract.

E. **Memorandum of Understanding Agreement**

Approval of an Memorandum of Understanding agreement with Schenectady County Community College (SCCC) outlining the guidelines and processes for the College in the High School Program for the 2020-2021 academic year.

F. **Donations**

1. Donation from the Plowman Family, 17 Brigadier Street, Albany, NY 12205 of one (1) Engelhardt 3/4 Size Cello, Serial #75197, valued at $500.00 and one (1) 15.5" Jocelin Viola, Model VA-6, Serial #050140, valued at $500.00.

2. Donation from the Colonie VFW Post 8692 Auxiliary, c/o Joan Weiskotten, 7 Amy Lane, Albany, NY 12205 of various school supplies, valued at $150.00.
3. Donation from Roessleville Elementary PTA, 100 California Avenue, Albany, NY 12205 to Roessleville Elementary School in the amount of $1,139.00. The donation is to be used to purchase a water filling station for Roessleville Elementary School.

4. Donation from School Systems Federal Credit Union, 325 Washington Avenue Extension, Albany, NY 12205 in the amount of $240.00. The donation is to used for eight (8) backpacks with school supplies included to provide to students for the 2020-2021 school year.

G. Re-Appropriation of the 2020-2021 Budget

Re-appropriation of the 2020-2021 budget in the amount of $1,139.00. The total re-appropriated budget is $107,002,373.

H. Budget Transfers – 2020-2021 School Year

Approval of 2020-2021 budget transfers as per the attached sheet.

Clerk & Treasurer Reports – August 2020

A motion was made by Mr. Sim and seconded by Mr. Ryan, that the above stated Reports and Recommendations, be approved.

7 Yes 0 No 0 Abstain

Vote Carried: 7 – 0 – 0

10. PERSONNEL – INSTRUCTION (Pages 10-17)

A motion was made by Mr. Keane and seconded by Mr. Johanning, that the Instructional Personnel changes listed on the attached sheets dated September 22, 2020 be approved.

7 Yes 0 No 0 Abstain

Vote Carried: 7 – 0 – 0

11. PERSONNEL – SUPPORT (Pages 18-20)

A motion was made by Mr. Ryan and seconded by Mr. Sim, that the Support Personnel changes listed on the attached sheets dated September 22, 2020 be approved.

7 Yes 0 No 0 Abstain

Vote Carried: 7 – 0 – 0
12. MEMORANDUM OF AGREEMENT – CIVIL SERVICE EMPLOYEES ASSOCIATION

Approval of a Memorandum of Agreement between the South Colonie Central School District and the Civil Service Employees Association, Local 1000 AFSCME, AFL-CIO, for the South Colonie Central School District Unit of the Albany County Local 801, outlining the terms and conditions of a voluntary employee furlough of eight (8) employees, effective on October 5, 2020, as per attached agreement.

A motion was made by Mr. Sim and seconded by Mr. Keane, that the above stated Memorandum of Agreement be approved.

7 Yes 0 No 0 Abstain  

Vote Carried: 7 – 0 – 0

13. RESOLUTION

Fire Prevention Week – October 4-10, 2020

A motion was made by Mr. Johannning and seconded by Mr. Ryan, that the above stated Resolution be approved.

7 Yes 0 No 0 Abstain  

Vote Carried: 7 – 0 – 0

14. FUTURE MEETINGS

- **September 24**  
  Facilities/Transportation Committee Meeting – 4:00 pm – District Office

- **September 29**  
  Audit & Finance Committee Meeting – 6:00 pm – District Office

- **October 1**  
  NYSSBA – Board Member Seminar – 6:00 pm – District Office

- **October 6**  
  Board of Education Meeting – 7:00 pm – District Office

- **October 15**  
  Facilities/Transportation Committee Meeting – 4:00 pm – District Office

- **October 19**  
  Policy Committee Meeting – 6:00 pm – Virtual Meeting

- **October 20**  
  Accountability/BOE Operations Committee Meeting – 6:00 pm – District Office

- **October 20**  
  Board of Education Meeting – 7:00 pm – District Office
15. **ADJOURN MEETING**

A motion was made by Mr. Sim and seconded by Mr. Keane, that the Regular Meeting be adjourned.

7 Yes 0 No 0 Abstain

**Vote Carried: 7 – 0 – 0**

The Regular Meeting of the Board of Education was adjourned at 8:23 pm.

Respectfully Submitted,

[Signature]

Amber M. Flanders
District Clerk
10. PERSONNEL – INSTRUCTION

A. Rescind

1. Name: Cynthia Ryan
   Type: Personal Leave of Absence
   Teaching Area: English Teacher
   Location: Sand Creek Middle School
   Effective Date: September 8, 2020
   Ending Date: January 29, 2021

B. Appointments

1. Name: Pamela Hoerup
   Address: 519 Kenwood Avenue, Delmar, NY 12054
   Type: Probationary – 4 Year
   Tenure Area: Teaching Assistant
   Location: Colonie Central High School
   Effective Date: August 31, 2020
   Salary: As per the SCTA TA Contract
   Education: B.S. and M.S. from SUNY Cortland
   Certification Status: Permanent in Physical Education

2. Name: Michelle Steadman
   Address: 108 Delaware Avenue, Rensselaer, NY 12144
   Type: Probationary – 4 Year
   Tenure Area: Teaching Assistant
   Location: Saddlewood Elementary School
   Effective Date: September 14, 2020
   Salary: As per the SCTA TA Contract
   Education: A.S. from Hudson Valley Community College
   Certification Status: Teaching Assistant, Level I

C. Temporary Appointments

1. Name: Kylie DonVito
   Address: 3 Old Myers Drive, Albany, NY 12205
   Type: Temporary (1.0)
   Tenure Area: Teaching Assistant
   Location: Colonie Central High School
   Effective Date: August 31, 2020
   Ending Date: June 30, 2021
   Salary: As per the SCTA TA Contract
   Education: B.S. from St. John’s University
   Certification Status: Level 1 Teaching Assistant
2. **Name:** Christina Travis  
   **Address:** 608 Schooner Court, Clifton Park, NY 12065  
   **Type:** Temporary (1.0)  
   **Tenure Area:** Elementary Education  
   **Location:** Virtual Academy (RV)  
   **Effective Date:** September 14, 2020  
   **Ending Date:** January 29, 2021  
   **Salary:** Schedule I, Step 1 As per the SCTA Contract (pro-rated)  
   **Education:** B.S. from Russell Sage College and M.S. from Sage Graduate School  
   **Certification Status:** Permanent Pre-Kindergarten, Kindergarten and Grades 1-6

**D. Long-Term Substitutes**

1. **Name:** Theodosia Legato  
   **Address:** 6 Glenmore Drive, Schenectady, NY 12309  
   **Type:** Long-Term Substitute  
   **Teaching Area:** Childhood Education  
   **Location:** Virtual Academy (RV)  
   **Effective Date:** September 14, 2020  
   **REVISE End Date:** January 29, 2021  
   **Salary:** Schedule I, Step 1; As per the SCTA Contract (pro-rated)  
   **Education:** B.S. and M.S. from College of St. Rose  
   **Certification:** Professional in Childhood Education (Grades 1-6)

2. **Name:** Jamie Stutzman  
   **Address:** 29 Latham Village Lane, Apt. 8, Latham, NY 12110  
   **Type:** Long-Term Substitute  
   **Teaching Area:** Special Education  
   **Location:** Virtual Academy (FP)  
   **Effective Date:** September 14, 2020  
   **Ending Date:** January 29, 2021  
   **Salary:** Schedule I, Step 1; As per the SCTA Contract (pro-rated)  
   **Education:** B.S. from SUNY New Paltz and M.S. from Sage Colleges  
   **Certification:** Initial in Students with Disabilities (Grades 1-6)

3. **Name:** Karen Dalland  
   **Address:** 89 Russell Road, Albany, NY 12203  
   **Type:** Long-Term Substitute  
   **Teaching Area:** Special Education  
   **Location:** Virtual Academy (VR)  
   **Effective Date:** September 14, 2020  
   **Ending Date:** January 29, 2021  
   **Salary:** Schedule I, Step 1; As per the SCTA Contract (pro-rated)  
   **Education:** B.S. from Cornell University and M.S. and C.A.S. from College of St. Rose  
   **Certification:** Professional in Students with Disabilities (Grades 1-6)
E. Increase of Appointments

1. Name: Charles Nagel  
   Teaching Area: Industrial Arts/Technology  
   Location: Menands Union Free School District  
   Increase: .20  
   Effective Dates: September 14, 2020 to June 30, 2021

2. Name: Brook Bourgeois  
   Teaching Area: Industrial Arts/Technology  
   Location: Lisha Kill Middle School  
   Increase: .27  
   Effective Dates: September 14, 2020 to June 30, 2021

3. Name: Gretchen Davis  
   Teaching Area: Science  
   Location: Lisha Kill Middle School District  
   Increase: .10  
   Effective Dates: September 14, 2020 to June 30, 2021

F. Substitute Teachers

   Approve substitute teachers on the attached list for regular appointments.

G. Department Chairpersons – 2020-21 School Year

   Approve per the SCTA Contract:

   Music District Wide  
   Special Education (PreK-8)  
   Special Education (5-8)  
   Special Education (9-12)  
   Peter Cannistraci  
   Dr. Nancy Marmet  
   Jennifer Szpila  
   Dr. Matthew Raso

H. Subject Coordinators – 2020-21 School Year

   Approve per the SCTA Contract:

   District Wide
   Art  Thomasa Nielsen  
   Library  Jeffrey Dutcher

   Colonie Academy
   Jamie Ferrari  
   Michael Nichter

   Colonie Central High School
   English  Megan Carlin .20  
   English  Julianna Gigliello .20
English  Jackson Lupe .20
English  Juli Hutchins .40
Math  Dave Fields
Science  John Kilroy
Foreign Language  Elaine Sheridan
Physical Education 9-12  Jennifer Jette
Social Studies  Erin Lasky
Technology  John Gehres
Guidance  Kimberly Leva

Approve per Policy 9290:

**Coordinators**
College Programs  Raymond Molloy
SAT  Raymond Molloy
PSAT  Kristin Mesick
Plan Testing  Kimberly Leva

I. **Audio Visual Coordinators – 2020-21 School Year**

Approve per Policy 9290:

High School  Jeffrey Dutcher
Lisha Kill  Brook Bourgeois
Sand Creek  Dan Demarco

J. **SIS Trainers for the 2020-21 School Year**

Approve per Policy 9290:

**District-Wide**

Jeffrey Dutcher

**Colonie Central High School**

Art/Music  Justin DeFazio
English  Kevin Ruane
Foreign Language  Deborah Panuccia
Mathematics  MaryAnn Reilly-Johnson
Physical Education  Jennifer Jette
Science  Connie Woytowich
Social Studies  Lexi Cuomo
Special Education  Christa Lukasik
Technology  Jennifer Lewicki

**Sand Creek Middle School**

Daniel DeMarco
Lisha Kill Middle School
Andrea Bourgeois  Kathy Detrick
Brook Bourgeois  Katherine McGan

Forest Park Elementary School
Colleen Kuno  1.0

Saddlewood Elementary School
Donna Killiany  1.0

Roessleville Elementary School
Darcie Jaskot  1.0

Shaker Road Elementary School
Greg Sherwin  1.0

K. TCIS Trainers for the 2020-21 School Year

Approve per Policy 9290:

Sand Creek Middle School
Deborah Thomas  1.0

Forest Park Elementary School
Alexandria Dilello  1.0

Lisha Kill Middle School
Rachel Mann  1.0

L. IT Facilitators for the 2020-21 School Year

Appoint per Policy 9290:

Elementary School Level  Forest Park Elementary  Colleen Kuno
Elementary School Level  Roessleville Elementary  Kimberly Ringer
Elementary School Level  Saddlewood Elementary  Amy Ogburn
Elementary School Level  Shaker Road Elementary  Greg Sherwin
Elementary School Level  Veeder Elementary  Richard Thompson
Middle School Level  Lisha Kill Middle School  Kathy Detrick
High School Level  Colonie Central High School  Tom Casey
**District-Wide Level**

**M. Cafeteria Supervision for the 2020-21 School Year**

*Rescind* the following previously approved positions:

**Saddlewood Elementary School**

- Jason Bissonnette 1.0

**Forest Park Elementary School**

- Amy Boyagian 1.0

*Appoint* the following previously approved positions at the approved rate of compensation:

**Colonie Central High School**

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<tr>
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**Colonie Academy**

- Michael Klett 1.0

**Lisha Kill Middle School**

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**Shaker Road Elementary School**

- Michael McCulloch 1.0
- Tracy Krom 1.0
**Roessleville Elementary School**

Mike Palmer 1.0  
Layne Woodard 1.0  
Melissa Hellkamp 1.0

**Saddlewood Elementary School**

Patrick Donahoe 1.0

**Veeder Elementary School**

Alex McCullough 1.0  
Veronica Delancey-Smith 1.0  
Lori Colello

**N. Study Hall Supervision for the 2020-21 School Year**

Appoint the following previously approved positions at the approved rate of compensation:

**Colonie Central High School**

Lindsay Bligh 1.0  
Eric Boham 1.0  
Erin Botta 1.0  
Megan Carlin 1.0  
Sue Comito 1.0  
Kathy Conway 1.0  
Maribel Crespo-Ortega 1.0  
Sergio Diana 1.0  
Terri Dutcher 1.0  
Stacy Evans 1.0  
John Gehres 1.0  
Julie Gigliello 1.0  
Juli Hutchins 1.0  
Jennifer Jette 1.0  
Kevin Jette 1.0  
Christine Kachadurian 1.0  
Doug Kilmer 1.0  
Michelle Krawiecki 1.0

**Colonie Academy**

Jamie Ferrari 1.0  
Michael Nichter 1.0
Lisha Kill Middle School

Tami Hanley  1.0  Joseph Conway  1.0
John Meurs  1.0  Jackie Frank  1.0
Gina Mooney  1.0  Scott Hodge  1.0
Cheryl Parda  1.0  Wendy Kelley  1.0
                     1.0  Laura Yerou  1.0

O. Mentors for Teachers

Creation of the following mentor for the 2019-2020 school year:

John Kilroy  1.0

P. Personal Care Assistant for the 2020-21 School Year

Appoint the following Personal Care Assistant (IEP-Driven) per the Board of Education Policy 9290:

Andrew Roemer  Teaching Assistant  1.0  HS

Q. Interscholastics for Fall – 2020-21 School Year

Appoint the following previously approved positions at the approved rate of compensation:

Colonic Central High
School
Coach Varsity Boys Cross Country  Thomas Greene  1.0
Coach Varsity Girls Cross Country  Frank Myers  1.0
Assistant Coach Varsity Girls Cross Country  MaryAnn Reilly-Johnson .90
Coach Varsity Golf  Kevin Halburian  1.0
Coach Varsity Boys Soccer  Tony Greene  1.0
Assistant Coach Varsity Boys Soccer  Anthony Zumbolo  1.0
Coach Varsity Girls Soccer  Ryan Edson  1.0
Assistant Coach Varsity Girls Soccer  Marissa Shibley  1.0
Coach Junior Varsity Girls Soccer  Cassidy Bruen  1.0
Coach Varsity Girls Tennis  Bill McDonald  1.0
11. PERSONNEL – SUPPORT

A. Retirement

1. Name: Rea Jones
   Position: School Monitor (BG)
   Effective: October 3, 2020
   Years of Service: 2010-2020

B. Resignations

1. Name: Nicholas Farry
   Position: Custodial Worker (HS)
   Effective: September 24, 2020
   Reason: Personal

2. Name: Christine Guidarelli
   Position: Keyboard Specialist (LK)
   Effective: September 19, 2020
   Reason: Personal

C. Appointments

1. Name: Heather Mikkelsen
   Address: 4 Furlong Drive, Albany, NY 12205
   Position: Probationary School Monitor (81)
   Effective: September 14, 2020
   Salary: $12.39 per hour per Teamsters Contract
   Hours: 6.5 hours per day
   Current Location: Saddlewood Elementary School
   Probationary Period: September 14, 2020 through March 14, 2021

2. Name: Peter Jones
   Address: 4 Farnsworth Dr. Apt. 12, Slingerlands, NY 12159
   Position: Substitute School Bus Driver
   Effective: September 11, 2020
   Salary: $17.90 per hour

3. Name: Thomas Cassidy
   Address: 6 Memory Lane, Schenectady, NY 12304
   Position: School Bus Driver Substitute
   Effective: September 14, 2020
   Salary: $17.90 per hour
4. Name: Elizabeth Roberts  
Address: 7 Weir Court, Schenectady, NY 12034  
Position: School Monitor Substitute  
Effective: September 15, 2020  
Salary: $12.50 per hour

5. Name: Taylor Garhartt  
Address: 4 Laing Street, Albany, NY 12205  
Position: Custodial Worker Substitute  
Effective: September 21, 2020  
Salary: $13.75 per hour

6. Name: Daniel Dillon  
Address: 305 Lois Lane, Schenectady, NY 12304  
Position: School Monitor Substitute  
Effective: September 22, 2020  
Salary: $12.50 per hour

7. Name: Carol Dowen  
Address: 13 Deer Run Drive, Ballston Spa, NY 12020  
Position: Temporary Substitute Dispatcher  
Effective: September 8, 2020  
Salary: $40.87 per hour (previous hourly rate)  
Hours: 8.0 hours per day (up to 10 transition days)  
Current Location: Bus Garage

8. Name: Lisa Rattigan  
Address: 4 Pattison Way, Troy, NY 12180  
Position: Custodial Worker Substitute  
Effective: September 21, 2020  
Salary: $13.75 per hour

9. Name: Cathy Carkinard  
Address: 6 Katherine Road, Albany, NY 12205  
Position: School Bus Driver Substitute  
Effective: September 17, 2020  
Salary: $17.90 per hour

10. Name: Lori Batchelder  
Address: 19 Michigan Avenue, Albany, NY 12205  
Position: Break-In Bus Driver  
Effective: September 9, 2020  
Salary: $15.80 per hour
D. **Personal Care Assistants for the 2020-2021 School Year:**

*Appoint* the following Personal Care Assistants (*IEP Driven*) per 9290:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Hours</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mckenzie Hay</td>
<td>School Monitor</td>
<td>1.0</td>
<td>FP</td>
</tr>
<tr>
<td>Joseph Murray</td>
<td>School Monitor</td>
<td>1.0</td>
<td>SR</td>
</tr>
<tr>
<td>Joyce Peterson</td>
<td>School Monitor</td>
<td>1.0</td>
<td>SC</td>
</tr>
<tr>
<td>Karen Shafer</td>
<td>School Monitor</td>
<td>1.0</td>
<td>SC</td>
</tr>
</tbody>
</table>

E. **Change of Hours**

*Effective September 4, 2020:*

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Hours</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Viona Heinze</td>
<td>School Bus Driver</td>
<td>5.0 hours per day to 6.0 hours per day</td>
<td>BG</td>
</tr>
</tbody>
</table>